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FRANK H. BETTON,

Commissioner Bureau of Labor Statistics.

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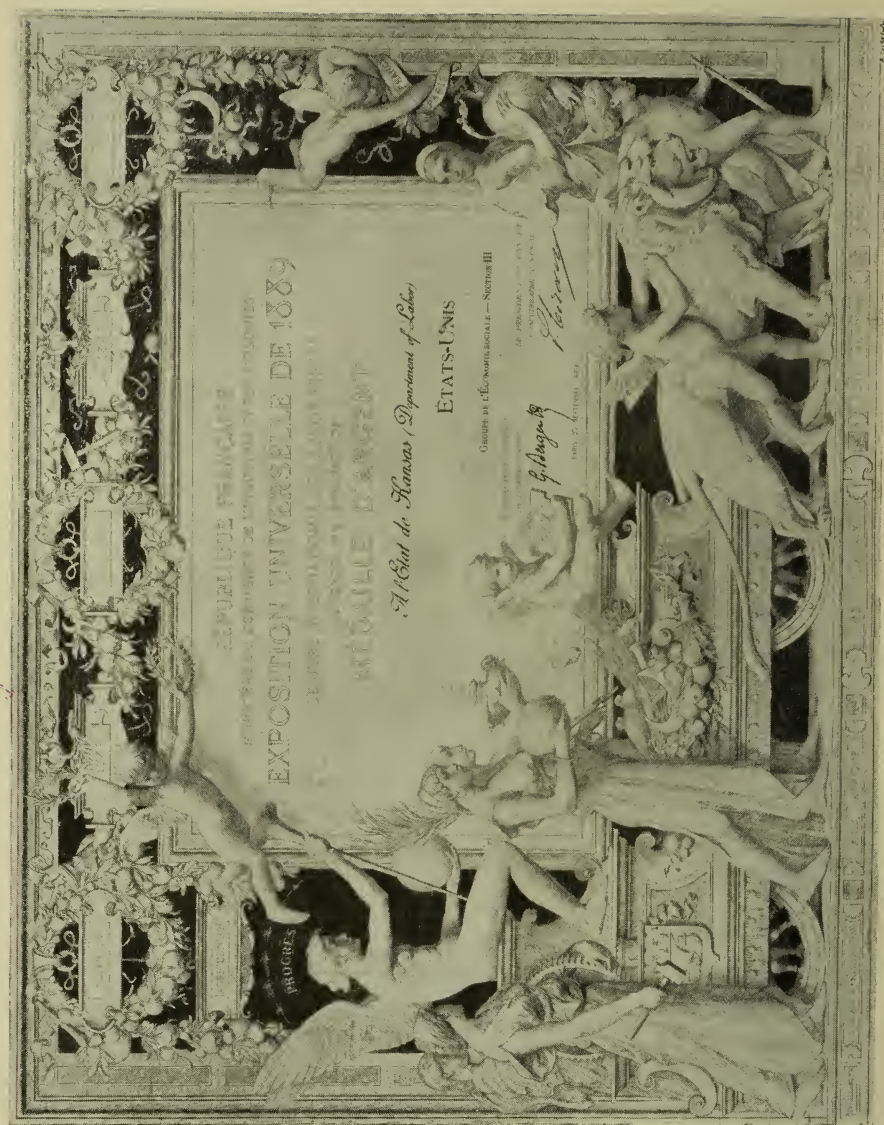
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FAC-SIMILE OF DIPLOMA FOR SILVER MEDAL AWARDED THE KANSAS BUREAU OF LABOR AND INDUSTRIAL STATISTICS, AT THE PARIS UNIVERSAL EXPOSITION OF 1889.

SIXTH ANNUAL REPORT

OF THE

BUREAU OF LABOR

AND

INDUSTRIAL STATISTICS.

TOPEKA, KANSAS, JANUARY 1, 1891.

TOPEKA.

KANSAS PUBLISHING HOUSE: CLIFFORD C. BAKER, STATE PRINTER.

1891.

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ERRATA.

On page 84, Table 2, engineers, Ellis, per cent. of membership should read "100" instead of "50."

On page 85, sixteenth line from top, wages of Oswego carpenters should read "\$72" instead of "\$172."

On same page, fifteenth line from bottom, clause in parenthesis should read "see foot-note 6, page 87."

On page 93, Table 3, foot-note 3 should read "twelve hours" instead of "seventy-two hours."

On page 94, Table 3, Argentine switchmen, should read, "Day helpers, \$2.50 per day, \$780 per year; night helpers, \$2.70 per day, \$842.40 per year."

On page 102, last column of summary table, on line with Ellsworth, per cent. not reporting should read, " $9\frac{7}{10}$."

On page 106, Table 4, per cent. of increase of wages for five years, of firemen at Kansas City, should read " $21\frac{3}{4}$," instead of " $7\frac{1}{4}$."

On page 110, Table 5, footing on third column from right should be blank.

On page 138, table, the line opposite "freight," under Chanute, should be read opposite "brakemen," under the passenger conductors from same place.

On same page, and in same table, wages for first-class passenger conductors at Newton, for the year 1885, should read "\$100" instead of "\$110."

On page 139, same table, wages for first-class passenger conductors at Topeka, for the years 1889 and 1890, should be transposed, as also the wages for local freight conductors from same place.

Same page, same table, the per cent. of increase for five years for second-class freight conductors is given as seven per cent. This should have been omitted.

On page 147, Table 1, on line with "Boilermakers," in per cent. of total returns, as members of other labor organizations, the figure 20 should appear under non-union, in last column of table, instead of under union. In same table, same column, on line with "Laborers," the percentage should be "32."

REPORT.

BUREAU OF LABOR AND INDUSTRIAL STATISTICS,
OFFICE OF COMMISSIONER, TOPEKA, KANSAS, January 1, 1891.

Hon. L. U. HUMPHREY, Governor of Kansas—SIR: In compliance with the law creating this Bureau, I have the honor to submit the Sixth Annual Report. As required by law, I have personally, or by deputy, visited the principal industrial establishments of the State during the year, and have found the sanitary conditions in all to be fairly good, and the provisions for escape in case of fire adequate, at least in those establishments where any considerable number of persons are employed in the upper stories of the buildings.

In the collection of statistics during the past year, I have confined my work chiefly to two questions; the first, "child labor," was selected as a subject to be treated in common by all of the State bureaus connected with the National Association; and the second, an investigation as to the extent and efficiency of labor organizations in the State, and their importance as a factor in the social condition of the community as a whole, was undertaken at the request of the Topeka Trades and Labor Assembly, and of Samuel Gompers, president of the American Federation of Labor, with whom I had corresponded, and from whom I have received some very encouraging letters. Mr. Gompers, in his last annual report, refers to the help rendered by labor bureaus as follows:

"The Bureaus of Labor Statistics of the General Government and the several States should devote more of their investigations to the influence of the labor organizations upon the moral and material welfare of the wage-workers in particular, and the whole community in general.

"I have been in correspondence with the chiefs of all the bureaus with this object in view. I am pleased to say that several of them show a readiness and have complied, while others have been working on this line since their inception.

"I am satisfied that if the organizations will but make manifest their desire for its enforcement, the bureaus of labor will be more than willing to respond with cheerfulness."

This work has fully occupied the entire force of the Bureau, and the information obtained has proven far more satisfactory than we ventured to anticipate.

It cannot be too often reiterated, that the function of a labor bureau is to

collect and present facts. Carroll D. Wright—for eighteen years Commissioner of the pioneer bureau of this character (that of Massachusetts), and now Commissioner of the National Department of Labor, which office he has held since the date of its organization six years ago—speaks upon this subject as follows:

“If a bureau of labor statistics presents facts, those facts will show their bearings and constitute the strongest arguments. If the bureau should simply present arguments, even with the facts, or use its reports in agitating legislative reforms, it becomes an advocate, and necessarily partisan in its views, and could expect to have but little weight attached to its conclusions.”

In other words, the reports of these bureaus should be simply text-books, wherein is recorded all the information their facilities will enable them to obtain, regarding the actual condition of the wage-earning classes, as well as the possibilities and limitations which environ their employers, and which enable them to provide work and to pay wages at all. It is only by a careful presentation of both sides of the question, that results of any value can be obtained. These labor reports—all of them—are striving to this end, and by a careful and unprejudiced study of the conclusions submitted, the fair employer and the reasonable wage-receiver can determine what the one can pay, and the other ought to receive, in compensation for his labor. These books, issued by the State and National bureaus, are doing this work, crudely it may be; but still they are making a beginning, and their influence as a factor in solving many of the vexed questions involved in our social organization is yearly increasing.

As the year just closed was the census year of the General Government, and full manufacturing details were collected by United States officials throughout the State, I have, for the first time since the organization of the Bureau, omitted to ask for reports from our industrial establishments. In each of the five preceding volumes issued by the Bureau, these industries have been given prominent place. I have also, for the first time, asked the associations of railroad employes for statistics, instead of obtaining my information from the railroad companies, thus enabling those interested to compare the tables in this volume, compiled from the returns received from the employes, with those of the companies, which are published in all of the preceding reports.

In pursuing our investigations during the past year we find the conditions of labor very little changed from that prevailing during the year 1889. No general strikes occurred, and only a very few of a local character. The large influx of both skilled and unskilled labor, attracted to the State during the “boom” period of three or four years ago, has been drawn to other localities, and normal conditions now prevail. In our cities both mechanics and unskilled laborers have been fairly well employed, although building operations were, as a rule, very much curtailed, and the demand for labor in this direction thereby limited. The rate of wages paid good mechanics, however,

has been well maintained, and in some trades the hours of labor have slightly diminished. As a whole, while the activity prevailing during the years 1887 and 1888 has been succeeded by a season of comparative dullness, there still remains a substantial improvement in labor conditions comparing the year 1890 with the year 1885 when this Bureau was first established. This conclusion will be readily confirmed by referring to the reports from labor organizations comprising Part II of this book.

By referring to Part II, it will be seen that we have personally interviewed mechanics and laboring men, and the result of the interviews is there submitted. These men were chiefly residents of the different cities of the State, and the reports present a fairly accurate reflection of prevailing labor conditions. The interviews with the 178 children, submitted in Part I, were also collected in the cities where the employment of this class of labor in regular occupations is steadily growing larger.

The demand for the earlier reports of the Bureau increases. We have had more requests for complete sets during the past year than ever before, which we have in every instance been forced to decline, as, with the exception of the office copies, the books have all been distributed.

I desire to thank the various Knights of Labor Assemblies, Brotherhoods of Railway Employés, and Trades' Unions, for the aid they have extended me, as well as to the numerous individual employers and workingmen who have interested themselves in the welfare of the Bureau.

I am, Governor,

Yours very respectfully,

FRANK H. BETTON, *Commissioner.*

PART I.

CHILD LABOR.

At the Seventh Annual Convention of Chiefs and Commissioners of Bureaus of Labor, held at Hartford, Conn., in June, 1889, the President of the Association, the Hon. Carroll D. Wright, Commissioner of the National Department of Labor, was requested to select some subject to be investigated by all of the State Bureaus during the year 1890, the results obtained to be embodied in their respective reports for that year. Accordingly, Col. Wright, early in the year, notified each Chief and Commissioner that the subject he had chosen was that of Child Labor. In compliance with this notice, I have devoted considerable time to an investigation of the extent to which children are employed in this State, and to the conditions under which they labor.

In a new commonwealth like Kansas, whose manufacturing industries are in their infancy, and the utilization of the labor of children limited, I did not expect to find to any marked extent the evils which have developed with the employment of children in the older industrial States; still, a visit to our coal mines, and to our large manufacturing establishments, reveals the fact that as a whole the volume of child labor is increasing, and that the time is rapidly approaching when legislative interference will become necessary to regulate and protect it. Steps in this direction have already been taken by most, if not all, of our older industrial States, and in some of them inspectors are specially appointed to visit the workshops, clothed with full power to rigidly enforce the law.

It is only during comparatively recent years that children have been employed in any considerable numbers in the United States, and the crowding together of people in the large cities is mainly responsible for the rapid increase of this class of labor.

In England, however, the utilization of the labor of small children grew and flourished with the rapid development of the factory system. Thousands of hands were suddenly required, and the small and nimble fingers of children were, for many forms of factory work, the most in request. The first attempt to call public attention to the disastrous consequences likely to result from this class of labor was made by Sir Robert Peel, sr., who as early as 1802 sought to mitigate the growing evil, but without any marked success. Children of all ages, down to three and four, were found at work at the hardest and most painful labor, while babies of six were commonly found in large

numbers in many factories. Labor from twelve to thirteen and often sixteen hours a day was the rule. Children had not a moment free, save to snatch a hasty meal, or sleep as best they could. Small children labored their young lives away in the depths of coal mines, crawling upon their hands and knees for sixteen hours a day, generally naked and harnessed by an iron chain to cars of coal, heavy beyond their strength. These facts as to the condition of child labor in England, as late as 1842, are recorded in a Parliamentary report of that year. No wonder that it is asserted that the modern industrial system of that country is built upon the bones of children. Between the years 1802 and 1878 no less than sixteen acts, seeking to regulate the employment of children, passed the British Parliament. In that year they were all consolidated in "An act to consolidate and amend the law relating to factories and workshops." This act was prepared with the greatest care and fullness, and provided that children under ten should not be employed at all, and that those under fourteen should be employed only half-time, either in the mornings or evenings, or on alternate days. The full provisions of this act will be found upon pp. 29 and 30 of the Fourth Annual Report of this Bureau.

In March, 1890, the American Economic Association issued a publication devoted to child labor. One of the two articles composing the book was written by Mr. William F. Willoughby, and in concluding his paper devoted to child labor in England, this author says:

"It will be seen from this brief sketch that the English factory system was one of slow growth and development. One restriction after another was placed upon the employer, until to-day the English laborer is more taken care of by the government than in any other country, Prussia possibly excepted. It can be said of it, as of no other course of legislation, that its results have all been beneficial, not only to the employés, but to the employers as well, as is now generally admitted by them. Its results have more than justified the acts in every particular. In it can be traced the rise of many important principles in the science of the functions of government. It has been of incalculable service to the progress of the lower classes in more ways than in the direct workings of the act itself. This series of acts first established the right of the State to regulate industry.

"It was the most important advance and attack that has yet been made upon the *laissez faire* doctrine, that 'the less government the better,' so strongly insisted upon by the old economists. It is interesting to note the change of feeling on the part of this old school of economists. Although every political economist who wrote before 1850 was uncompromisingly opposed to this legislation, not one who has written since 1865 has ventured to deny the advisability of the Factory Acts.

"It is also characteristic of this earlier period, that the employers were unanimous in their opposition to any abridgment of their rights to employ children, and in this were supported in Parliament by such men of the school mentioned as John Bright, proud of the name of friend of the people; Lord Cobden, and his associates, and many of the most distinguished of English statesmen. Every improvement in the condition of English labor was only obtained against the combined opposition of these two classes. Too much praise cannot be given to those men, Lord Ashley, Robert Owen, Oastler, and others, who labored unceasingly to secure the passage of

these acts. This change of front by the employers and economists is one of the most cheering signs of the time.

"The results of this legislation have been but briefly touched upon. The industrial history of England, from beginning to end, shows most conclusively its great benefits. It has advanced the material prosperity, and the intellectual, moral and political progress of the whole community. It has brought about, as a necessary consequence, an increased production and consumption of wealth; promoted the use of improved machinery, and reduced prices without lessening profits. This has been shown in the progress in every direction. While prices were falling, wages steadily increased from 1850.

"The increase in intelligence among the masses has not been less marked. The working children are now for the first time receiving an education as a condition of employment. This requirement of school attendance has had a tremendous influence in increasing the number of the lower classes who attend school.

"It would seem that such a history, so clearly marked in its results, would present an example that all nations, having the same problem to contend with, could scarcely refuse to follow. Certain it is, that with our increasing population and the increasing concentration in large cities and establishments, the evils of unrestricted employment of children are becoming prominent, and in some of our States the condition of the children employed is only a few grades better than that of the children in England before the passage of its factory legislation.

It may be claimed, and with truth, that the evil of child labor has not thus far assumed formidable proportions in Kansas, and yet the number of children regularly employed grows larger every year, and will continue to grow until some restrictive action is taken by our law-makers. In conversation with one of the foremen of a Kansas City (Kansas) packing-house, he told me that the number of small boys employed in his department was constantly increasing. One little fellow who had recently been "taken on," and who was paid \$2.40 per week, he felt sorry for. The boy told him that his mother put him to work. The boy was weak and small, and the foreman proposed to some of the men under him that he would "chip in" 75 cents a week if they would contribute the rest of the boy's weekly wages (\$2.40) and give it to the mother if she would send the boy to school. This the men agreed to do; but when the foreman mentioned the matter to the superintendent, that gentleman told him that while he favored a law prohibiting the employment of young children, still in the absence of legislation on the subject, if the men carried out their benevolent intentions toward this boy every woman in the neighborhood who had a boy of similar age would besiege him with applications, and they bothered him already almost beyond endurance; so the matter was dropped. The superintendent was probably right; he has personally told me that he favored a law regulating the employment of children, and that the pressure brought on him to employ them came mainly from women with drunken or dissolute husbands.

Kansas thus far has only undertaken to regulate the labor of boys working in coal mines; and the mining law, originally enacted in 1833, embodied in its provisions the following:

"No person under twelve years of age shall be allowed to work in any coal mine,

nor any minor between the ages of twelve and sixteen years unless he can read and write, and furnish a certificate from a school teacher, which shall be kept on file, showing that he has attended school at least three months during the year; and in all cases of minors applying for work, the agent of such coal mine shall see that the provisions of this section are not violated, and upon conviction of a willful violation of this section of this act the agent of such coal mine shall be fined in any sum not to exceed fifty dollars for each and every offense." (General Statutes 1889, paragraph 3861.)

Beyond this there is no protection for children, and nothing to prevent parents or guardians from utilizing their services at the earliest age at which they can possibly find employment, regardless of all educational developments, save the legal provisions quoted in connection with the opinions of county and city superintendents, found further along in this chapter. This law will also be found in the school laws of the State, issued in pamphlet form by the State Superintendent of Public Instruction in 1889, pages 38 and 39.

Although the law has been on the statute books since 1874, it has seldom, if ever, been enforced, and it is not likely to be unless some more effective means are adopted to enforce it, for very few school directors, or presidents of boards of education, have the time or inclination to voluntarily ferret out instances of its violation, and should any such be brought to their notice, it would usually be found that the parties complained of were exempt under one or the other of the provisions of the act. Analyzed, the law at best provides for only twelve weeks annual schooling between the ages of eight and fourteen years, and this instruction may be given either in a public or a private school, or the child may be taught at home or in a night school. So far as the law is concerned, a child over eight years of age may be required to work every day in the year, so that he attends a night school for twelve weeks of the time; and if the parents or guardians show that they are not able to clothe him properly, no education whatever is required, and the child is permitted to grow up in utter ignorance. It may be claimed that no such cases are likely to occur, and I admit that as yet they are rare; still I have found children at work who were not over ten years of age, and with the increasing opportunities for the utilization of the services of young children, these instances will naturally multiply.

The question of "Child Labor and Education" is treated quite extensively in the Fourth Annual Report of this Bureau, pages 25 to 36, and from a strictly educational standpoint probably enough was then submitted to render any further presentation of this view of the subject, at this time, unnecessary. The two are so intimately connected that it is difficult entirely to separate them; but I have striven, during the past year, to confine my investigations, so far as possible, to the extent to which children are employed in the State, and the character of such employment.

It is not the purpose of this report to portray the evils incident to child labor, for the press of the country in innumerable instances has brought them prominently to public notice. Neither is it necessary to allude to the

danger of rearing any portion of the future voters of Kansas (a State dotted all over with school-houses) in ignorance. Still, I cannot refrain from briefly referring to some of the testimony taken by the Labor Commissioner of the State of New York, and submitted in his report for the year 1884, where the evils incident to the employment of children in manufacturing establishments are vividly presented.

Dr. Snow, of Fall River, Mass., testified that the laboring population of that city was largely made up of foreigners, induced to come there by the manufacturers; that they were as a class dwarfed physically, and that after a careful examination of their antecedents he had come to the conclusion that the character of the labor they had been performing from childhood was responsible for their inferior development. He said that the one thing which strikes the eye of a stranger in Fall River, is the peculiar careworn, dejected appearance of the operatives—the large majority of them dwarfed in stature and lacking in vitality. There is a large mass of testimony submitted in this New York report, collected from both workmen and employers, in addition to that of physicians, and the general opinion of all is, that children under the age of fourteen should not be permitted to work in the mills—that peculiar line of employment being the subject under consideration. The conclusions were, that idle and dissolute parents took advantage of the facilities offered for the utilization of their children's labor to remain in idleness themselves, and that employers utilized it because it was "cheap." The plain testimony of the witnesses examined is a scathing array of the demoralization and crime which grows out of the system of using the "cheap" labor of children.

At the first national convention of State Factory Inspectors, held in Philadelphia, in June, 1887, Hon. Henry Dorn, the Chief Inspector of Workshops and Factories of Ohio, who had called the convention, in his opening address used the following language regarding child labor:

"The duties that the law under which we act have mapped out for us, are far-reaching in their effects. On us, or at least on some, if not all of us, devolves the important duty of ascertaining whether children under a certain age are employed in workshops and factories. A strict compliance with this wise and wholesome requirement demands the exercise of sound judgment, and at the same time, unwavering firmness on our part. This provision of the law, while to some it may seem arbitrary and unjust, is based on sound statesmanship, and strikes at the very foundation of all our industrial troubles. It meets with the approval of the pure humanitarian, and preserves, to a great extent, the State from the effects consequent upon the enforced idleness of a considerable portion of its male adults. It is certainly better that the father should labor, and the child attend school, than that the child should be immured in a workshop or factory, at the risk of health, and the certain deprivation of that education which is necessary to fit it for the intelligent exercise of the privileges of citizenship, while the father is doomed to a life of idleness, with all the evils incident thereto. This law is in the direct interest of intelligence, and consequently of free institutions, and at the same time contributes largely to the pacification of the wage-workers of the country, by increasing the demand for their labor, and as an inevitable consequence, increasing their compensation therefor."

During the session Mr. Dorn introduced the following resolution upon the same subject:

Resolved, That it is the sense of this convention that laws should be enacted by every State in the Union, prohibiting the employment of minors under fourteen years of age in any workshop, factory, or mercantile establishment, as we consider it a self-evident proposition that such employment pauperizes the parent and enforces illiteracy on the child—two conditions of society incompatible with republican institutions and the freedom and welfare of man; and that we regard it as the sacred duty of the State to do all that lies in its power to advance the interests of the people and educate the rising generation, to the end that those who, in a few short years, shall become the rulers of the land may be better qualified to direct the destinies of a free people, and to discharge their great obligations in such manner as shall redound to their own credit, and secure the peace, happiness and prosperity of their posterity."

This resolution was referred to a committee, and no definite action seems to have been taken at that time; but at the next annual session, held in the city of Boston, in June, 1888, the following was submitted and adopted, and at the meeting in 1889 it was again indorsed:

"Resolved, That the factory inspectors of the United States in convention assembled, knowing from experience and observation the evils existing in factory life, and the attendant ignorance prevailing among the factory operatives through lack of effectual educational laws, call the attention of legislative bodies and the intelligent voters of the nation to this subject. Recognizing the fact that education is necessary to good citizenship, we advise the enactment of stringent compulsory education laws in every State, and the creation of special officers for their proper enforcement. We insist that all children under *fourteen* years of age should be prohibited from laboring in mercantile and manufacturing establishments."

At the annual convention of the American Federation of Labor, held in Detroit, Michigan, in December last, President Gompers, in his opening address, spoke as follows upon this subject:

"Of all the ills that mankind suffers from, the unjust and cruel tendencies of modern methods of wealth-producing, the one that seems to me to rise to horrible proportions, is that of child labor. Our centers of industry, with their mills, factories, and workshops, are teeming with young and innocent children, bending their weary forms with long hours of daily drudgery, with pinched and wan cheeks, and emaciated frames, dwarfed both physically and mentally, and frequently driving them to premature decay and death. The innocent smile of youthful happiness is soon transformed into wrinkles and other evidences of early decay. The life's blood of the youth of our land is too frequently sapped at the foundation. The hope of a perpetuity of free institutions is endangered when the rising generation is robbed of the opportunity to enjoy the healthful recreation of the play-grounds, or the mental improvements of the school-house. The children of the workers have none to raise a voice in their defense other than the organized wage-workers, and I appeal to you to take such action as will protect them from the contemptible avarice of unscrupulous corporations and employers."

In pursuing this investigation, I have made use of three channels of information: First, I have asked the county and city superintendents of public instruction certain questions; secondly, I have placed myself in communica-

tion with the employers throughout the State; and lastly, I have, in conjunction with one of my assistants, personally interviewed 178 children, and carefully noted their replies. Early in August I mailed the following circular-letter to every county and city superintendent of public instruction in the State, and received replies from a majority of the number with a reasonable degree of promptness. Some failed to respond, and I again wrote to delinquents, and succeeded in procuring replies from quite a number; so that by diligently following up the matter, I have finally been able to procure reports from 76 county and 25 city superintendents—and I desire to hereby thank each and all of them for their courtesy. Of course questions 2 and 3 are simply estimates, as these gentlemen had no accurate data to guide them. Still I think that as a rule these estimates may be regarded as reasonably accurate. The letter, with the accompanying questions, was as follows:

OFFICE OF COMMISSIONER OF LABOR AND INDUSTRIAL STATISTICS,
TOPEKA, KANSAS, August 1, 1890.

To County and City Superintendents of Public Instruction—DEAR SIRS: This Bureau was established by the Legislature in 1885, and it was made the duty of the Commissioner to "collect, assort, systematize, and present in annual reports to the Governor, to be by him biennially transmitted to the Legislature, statistical details relating to the . . . social, educational, and sanitary condition of the laboring classes, and to the permanent prosperity of the productive industries of the State."

At the last annual convention of the Labor Commissioners of the several States it was determined that the subject of child labor should be investigated by every State Bureau in the association. This means that twenty-four States will, during the present year, strive to learn to what extent and under what conditions children are employed.

The result of this work cannot fail to add an extremely interesting chapter to the volume of labor statistics; and while the employment of children may not as yet be very extensive in Kansas, it is undoubtedly increasing, growing with the development of our manufacturing and kindred industrial establishments. It is the aim of this Bureau to present, so far as it is possible, the conditions under which our wage-earning children find employment, and to show what opportunities they have for preparing themselves to intelligently exercise the duties of active citizenship.

In this connection I respectfully submit the following questions, and while it may not be in your power to return absolutely correct replies, I feel confident that your intimate knowledge regarding the school population of your county or city will render the information you furnish extremely valuable in compiling statistics for the subject under consideration. (See paragraph 5966, General Statutes, 1889.)

Very respectfully,

FRANK H. BETTON, *Commissioner*.

Through the kindness of Hon. Geo. W. Winans I was permitted to add to the letter the following indorsement.

DEPARTMENT OF PUBLIC INSTRUCTION,
TOPEKA, KANSAS, Aug. 1, 1890.

To the County and City Superintendents: The information sought in the above circular, issued by the Commissioner of Labor, meets with the approval of this Department, and I most respectfully suggest that all reasonable efforts be made by you to furnish the desired information.

Very respectfully,

GEO. W. WINANS,
State Superintendent of Public Instruction.

1. Give total number of persons between the ages of 5 and 21 years in your county or city. —.

2. What percentage of the above total is between the ages of 5 and 15 years? — per cent.

3. What percentage of those between the ages of 5 and 15 years have attended school three successive months in the past year? — per cent.

4. Is the law requiring school attendance enforced (see sec. 103, School Laws, 1889)? —.

5. Is the law requiring school attendance adequate? —.

6. If not, what changes would you suggest? —.

7. Are you in favor of compulsory education? —.

8. Are you in favor of a law prohibiting the employment of children under 15 years of age in mines, factories and other workshop industries? —.

The tables following, give the answer to the first three questions in detail, from both county and city superintendents.

TABLE NO. 1.—Showing total number and percentages between the ages of 5 and 21 years, number between 5 and 15 years, and number between 5 and 15 years attending public school for 3 months the past year.

Counties.	Total number between ages of 5 and 21 years.	Number between 5 and 15 years.		Number between 5 and 15 years attending public school for 3 months the past year.	
		Total.	Per cent.	Total.	Per cent.
Allen.....	5,136	4,109	80	2,054	50
Anderson.....	5,047	3,281	65	1,969	60
Atchison.....	* 9,846	6,991	† 71	5,173	† 70
Barton.....	4,832	3,141	65	1,855	60
Bourbon.....	* 10,334	7,337	† 71	5,429	† 74
Brown.....	6,949	4,517	65	3,343	† 74
Butler.....	8,827	5,826	66	3,996	60
Chase.....	2,882	1,441	50	720	50
Cherokee.....	10,007	7,505	75	6,004	80
Cheyenne.....	1,485	891	60	513	80
Clark.....	723	506	70	455	90
Clay.....	5,814	4,070	70	2,442	60
Cloud.....	7,013	5,610	80	5,049	90
Comanche.....	827	744	90	618	83
Cowley.....	12,023	9,618	80	7,212	75
Crawford.....	* 11,069	7,859	† 71	5,816	† 74
Dickinson.....	7,920	5,474	70	5,200	95
Doniphan.....	4,748	3,371	71	3,202	95
Douglas.....	8,270	5,789	70	3,473	60
Edwards.....	1,318	988	75	949	95
Elk.....	4,907	3,042	62	2,342	77
Ellis.....	3,122	1,873	60	936	50
Ellsworth.....	3,478	1,739	50	1,704	98
Finney.....	1,095	876	80	657	75
Ford.....	1,873	1,330	† 71	1,157	87
Franklin.....	7,393	5,471	74	4,650	85
Garfield.....	313	266	85	261	98
Geary.....	3,524	2,396	68	1,917	80
Gove.....	1,112	667	60	500	75
Graham.....	1,880	1,128	60	722	64
Grant.....	499	324	65	298	92
Greeley.....	405	288	† 71	213	† 74
Harper.....	4,765	3,574	75	3,495	95
Harvey.....	6,102	3,661	60	2,311	85
Haskell.....	374	280	75	252	90
Hodgeman.....	851	681	80	340	50
Jackson.....	* 5,210	3,699	† 71	2,737	† 74
Jefferson.....	6,208	4,966	80	3,724	75
Jewell.....	* 7,401	5,255	† 71	3,889	† 74
Johnson.....	6,159	4,619	75	4,157	90
Kearny.....	530	424	80	276	65
Kiowa.....	1,018	814	80	488	60

* Obtained from State Superintendent of Public Instruction.

† Estimated by Commissioner.

TABLE NO. 1—CONTINUED.

Counties.	Total number between ages of 5 and 21 years.	Number between 5 and 15 years.		Number between 5 and 15 years attending public school for 3 months the past year.	
		Total.	Per cent.	Total.	Per cent.
Labette.....	10,086	7,766	77	5,747	† 74
Leavenworth.....	11,875	8,312	70	6,151	† 74
Linn.....	6,386	4,789	75	3,352	70
Logan.....	1,051	631	60	473	75
Lyon.....	* 8,008	5,686	† 71	3,208	† 74
Marion.....	7,451	5,961	80	3,577	60
Marshall †.....	* 8,889	6,311	† 71	4,670	† 74
McPherson.....	7,677	5,527	72	4,808	87
Miami.....	6,598	5,080	77	2,082	40
Mitchell.....	5,676	4,257	75	2,980	70
Montgomery.....	8,697	5,653	65	4,522	80
Morton.....	227	160	75	128	80
Nemaha.....	7,053	4,232	60	3,174	75
Neosho.....	6,989	5,591	80	5,032	90
Ness.....	1,722	1,291	75	955	† 74
Norton.....	3,888	2,650	† 71	1,855	70
Osage.....	8,990	5,394	60	3,776	70
Osborne.....	4,610	3,457	75	2,558	† 74
Ottawa.....	4,735	3,551	75	3,018	85
Pawnee.....	1,867	1,400	75	840	60
Phillips.....	5,056	1,668	33	1,168	70
Pottawatomie.....	6,424	4,946	77	3,215	65
Pratt.....	3,045	2,284	75	2,193	96
Reno.....	9,264	5,558	60	3,335	60
Republic.....	6,876	5,432	79	4,997	92
Rice.....	5,020	4,016	80	2,008	50
Riley.....	4,772	3,818	80	3,054	80
Rooks.....	3,056	2,231	73	1,651	74
Rush.....	1,964	1,473	75	736	50
Russell.....	2,718	1,930	† 71	1,428	† 74
Saline †.....	* 6,511	4,623	† 71	3,421	† 74
Scott.....	335	234	70	199	85
Sedgwick.....	* 13,926	9,887	† 71	7,316	† 74
Shawnee.....	16,549	11,750	† 71	8,695	† 74
Sherman.....	1,714	1,200	70	780	65
Stevens.....	489	386	79	378	98
Sumner.....	10,906	8,179	75	7,361	90
Thomas.....	1,989	1,492	75	895	60
Trego.....	957	670	70	435	65
Wabaunsee.....	4,194	2,936	70	1,615	55
Washington.....	* 8,352	5,930	† 71	4,388	† 74
Wichita.....	594	445	75	324	75
Wilson.....	6,005	4,324	72	2,811	65
Wyandotte.....	16,908	13,526	80	10,144	75
Totals and averages.....	453,398	323,078	71+	237,931	74—
CITIES.					
Argentine.....	1,250	937	75	656	70
Arkansas City.....	* 2,284	1,644	† 72	1,233	† 75
Atchison.....	* 5,183	3,628	70	2,540	70
Beloit.....	930	651	70	391	60
Chanute.....	1,086	760	70	456	60
Clyde.....	554	415	75	407	98
El Dorado.....	1,400	1,120	80	1,008	90
Emporia.....	2,800	2,100	75	1,260	60
Fort Scott.....	4,174	2,922	70	1,899	65
Horton.....	1,200	960	80	672	70
Hutchinson.....	2,513	2,010	80	1,930	96
Junction City.....	1,736	1,198	69	1,186	99
Kansas City.....	15,000	9,000	60	5,400	60
Larned.....	2,126	1,488	70	1,116	75
Lawrence.....	3,574	2,502	70	2,002	80
Leavenworth.....	6,716	4,836	† 72	3,627	† 75
Minneapolis.....	623	467	75	443	95
Newton.....	6,102	3,661	60	3,112	85

* Obtained from State Superintendent of Public Instruction.

† Estimated by Commissioner.

‡ Reports received too late for compilation.

TABLE NO. 1—CONCLUDED.

Cities.	Total number between ages of 5 and 21 years.	Number between 5 and 15 years.		Number between 5 and 15 years attending public school for 3 months the past year.	
		Total.	Per cent.	Total.	Per cent.
Osage City.....	1,519	1,063	70	904	85
Oswego.....	1,056	813	77	748	92
Ottawa.....	2,375	1,639	69	1,229	77
Parsons.....	2,224	1,779	80	1,601	90
Pittsburg.....	2,132	1,620	76	972	60
Salina.....	2,381	1,786	75	1,250	70
Seneca.....	*810	583	†72	439	†75
Topeka.....	10,781	7,008	65	5,116	73
Wellington.....	1,731	1,246	72	1,084	87
Wichita.....	7,281	5,242	72	3,040	58
Winfield.....	1,980	1,584	80	1,077	68
Totals and averages.....	93,521	64,662	69+	46,796	72+

* Obtained from State Superintendent of Public Instruction.

† Estimated by Commissioner.

The superintendents of 66 counties made full reports—ten others made partial reports, making a total of 76; to these 76 counties we have added the totals of school populations of 10 more of the most populous, obtained from the State Superintendent of Public Instruction, making 86 counties in all. The number of persons in these 86 counties between the ages of 5 and 21 years is 453,398; the total for the entire State is 509,614. Our tables therefore represent nearly 89 per cent., or a trifle more than seven-eighths of the whole. Dividing the aggregate of children between 5 and 15 years of age as given by the 71 county superintendents actually reporting that item, by the total number of children of "school age" residing in those counties, we find the proportion to be a fraction more than 71 per cent., and this proportion we have used as the basis of our estimates for the non-reporting counties. Pursuing the same plan with the reports of the 68 superintendents giving the number of those children who had attended the public schools of the county for as much as three months during the year, we find that about 74 per cent. is included. In other words, based upon these estimates, 71 per cent. of the 509,614 persons of school age (between 5 and 21 years) in the State were not 15 years old, and 74 per cent. of the latter number attended the public schools for the period of three months for more during the year.

Adopting the estimates furnished by the county superintendents reporting, that 71 per cent. of the 509,614 persons in the State between the ages of 5 and 21 years were under 15, it would show that there were in all 361,826 of this class. Assuming that the 237,931 children between 5 and 15 years of age reported by the 86 counties given in the table as attending the public schools for three months or more during the year, represent seven-eighths of the whole number, it would give for the entire State 271,920, or about 75 per cent. of the 361,826 children. The State Superintendent shows that 391,420

of the 509,614 were enrolled, or nearly 77 per cent. If we adopt the 77 per cent. as a fair proportionate average, it shows that 278,606 of the 361,826 children under 15 were enrolled; and from the county superintendents we find that 271,920 of this number attended school for at least three months, leaving only 6,686 of those enrolled who did not receive this amount of schooling. But the State Superintendent's report shows that only 237,900 of the 391,420 enrolled attended for the entire school term, or 61 per cent. Applying this to the 278,606 under 15, it would show that only 169,949 availed themselves of the full advantages offered by the public schools.

In brief, there are 361,826 children between the ages of 5 and 15 years in the State; 83,220, or 23 per cent. of this number, did not attend the public schools at all during the year, while 278,606, or 77 per cent., attended more or less constantly. Of this 77 per cent. the duration of attendance was as follows: 6,686, or 2 per cent., averaged less than three months; 101,971, or 28 per cent., averaged more than three months, but did not attend for the full term; and 169,949, or 47 per cent., attended for the full term.

Perhaps the following table may make this statement more clear:

	<i>Number.</i>	<i>Per cent.</i>
Whole number of children in the State between 5 and 15 years.....	361,826	.....
Number enrolled in the public schools.....	278,606	77
Number not attending.....	83,220	23
Totals.....	361,826	100
Number of children between 5 and 15 years who attended less than three months.....	6,686	2
Number of children attending more than three months but not for full term.....	101,971	28
Number of children attending for the full term.....	169,949	47
Number not enrolled.....	83,220	23
Totals.....	361,826	100

From the preceding table it will be seen that 83,220, or 23 per cent., of the children in the State between the ages of five and fifteen were not enrolled in the public schools during the past school year. This is a large percentage, but if we analyze the figures they will not appear so alarming. It is fair to presume that the ages are nearly equally divided between each of the ten years, and that at least one-fifth of the 361,826 children, or 72,365, are less than seven years of age; and while the State laws include all over five, in point of fact very few become regular in their school attendance until they are seven. Indeed, many of our larger cities will not admit pupils under that age. Deducting this class, it leaves 10,855 to be accounted for. A portion of these children under seven, however, undoubtedly figure in the enrollment, and we might safely add the 6,686 who appear to have attended for less than three months. With this addition the total swells to 17,541. Of this number, the Roman Catholic parochial schools, which are established in all of our larger cities, absorb a considerable proportion. I have no data regarding the number of children taught in this class of schools,

but they must aggregate several thousand. Other religious denominations maintain schools; there are numbers of private schools of a non-sectarian character in the State; some of the number are taught at home; some are defective, and a portion of this class are provided for in the institutions maintained by the State—the blind, deaf and dumb, and feeble-minded asylums. It would be a liberal estimate, however, to assume that there were 7,500 of these non-enrolled children thus provided with educational opportunities, leaving, in round numbers, 10,000 to be accounted for.

On page 192 of the last (Fifth Annual) report of this Bureau, it will be seen that a summary of employers' reports shows that the *average* number of youths employed by those engaged in general manufacturing for the year ending June 30, 1889, was 802, and in coal mining 359; making a total of 1,161. These "youths" were mainly under fifteen years of age. From careful computations we have assumed that the employers' reports received represent about 90 per cent. of the whole number in the State. Upon this basis, the average number of boys engaged in manufacturing and mining would reach 1,300. There are possibly as many more employed in occupations not coming within the scope of our investigations, leaving at least 7,000 neither at school nor at work.

Summarized, after making an extremely liberal reduction for the very small children who are under seven years of age, the result will stand as follows:

Whole number of children in the State between 5 and 15 years, 361,826.

Number under 7 years not enrolled.....	65,679
Number attending private schools, etc., not enrolled.....	7,500
Number under 15 at work all of the year, not enrolled.....	3,041
Number neither at school nor at work, not enrolled.....	7,000
Total number not enrolled.....	83,220

It is not claimed that the deductions made from the tables compiled from the reports received from the superintendents of public schools of the 76 counties are infallible. There may be a larger or a smaller proportion of the whole number of children between the ages of 5 and 15, but they represent the judgment of that class of our public officials best qualified to express an opinion on the subject, and they are the best results that we can hope to obtain until the State Superintendent is authorized to collect specific statistics regarding the actual ages of the children in the State "of school age." From "five to twenty-one" covers a wide range. But the most prominent feature of this analysis is the fact that 101,971 of these children, or 28 per cent., while attending school for a period of three months or more annually, still fail to attend for the full term. It is impossible to trace the reasons for this falling-off of school-attendance; they are undoubtedly varied. A large number are probably sons of farmers, and are withdrawn from school to share in the labors of the farm; sickness, change of residence of parents, and numerous other reasons must account for the remainder. Whatever the cause, only 169,947 of these children were regular in their attendance for the full term.

SCHOOL ATTENDANCE—ITS ENFORCEMENT, AND COMPULSORY EDUCATION.

Opinions and suggestions of county and city superintendents regarding the enforcement and adequacy of the law requiring school attendance, of which the following is a copy:

(5850) CHILDREN SHALL ATTEND SCHOOL.—§ 287. That every parent, guardian, or other person in the State of Kansas having control of any child or children between the ages of eight and fourteen years, shall be required to send such child or children to a public school or private school, taught by a competent instructor, for a period of at least twelve weeks in each year, six weeks of which time shall be consecutive, unless such child or children are excused from such attendance by the board of the school district, or the board of education of the city in which such parent, guardian or person having control resides, upon its being shown to their satisfaction that such parent or guardian was not able, by reason of poverty, to clothe such child properly; or that such child's bodily or mental condition has been such as to prevent his attendance at school or application to study for the period required; or that such child or children are taught at home in such branches as are usually taught in the public schools, subject to the same examination as other pupils of the district or city in which the child resides; or that he has already acquired the ordinary branches required by law; or that there is no school taught within two miles by the nearest traveled road. [Laws 1874, ch. 123, § 1, August 1.]

(5851.) PENALTY.—§ 288. Any parent, guardian, or other person failing to comply with the provisions of this act, shall upon conviction be deemed guilty of a misdemeanor, and fined in a sum not less than five nor more than ten dollars for the first offense, nor less than ten nor more than twenty dollars for the second and every subsequent offense. Said action shall be prosecuted in the name of the State of Kansas before any court of competent jurisdiction; and all fines so collected shall be paid into the county treasury for the support of common schools. [Laws 1874, ch. 123, § 2, August 1.]

(5852.) DUTY OF SCHOOL OFFICERS; PENALTY.—§ 289. It shall be the duty of any school director or president of the board of education to inquire into all cases of neglect of the duty prescribed in this act, and ascertain from the person neglecting the reasons, if any, therefor, and shall forthwith proceed to secure the prosecution of any offense occurring under this act; and any director or president neglecting to secure such prosecution for such offense within ten days after a written notice has been served on him by any tax-payer in said district or city, unless the person so complained of shall be excused by the district or city board or boards of education for reasons hereinbefore stated, shall be deemed guilty of a misdemeanor, and liable to a fine of not less than twenty nor more than fifty dollars, which fine shall be prosecuted for and in the name of the State of Kansas; and such fine, when collected, shall be paid into the county treasury as in section 2 of this act. [Laws 1874, ch. 123, § 3, August 1.]

(5853.) COSTS.—§ 290. That upon the trial of any offense, as charged herein, if upon such trial it shall be determined that such prosecution was malicious, then the costs in such case shall be adjudged against the complainant, and collected as fines in other cases. [Laws 1874, ch. 123, § 4, August 1.]

Is the law requiring school attendance enforced?

This question was answered in the negative by the superintendents of the following forty-six counties: Allen, Anderson, Barton, Brown, Butler, Clay,

Cloud, Comanche, Cowley, Douglas, Edwards, Elk, Ellis, Ford, Graham, Harvey, Harper, Kearny, Kiowa, Labette, Leavenworth, Linn, Marion, Marshall, McPherson, Miami, Mitchell, Morton, Ness, Osage, Osborne, Ottawa, Pawnee, Phillips, Pottawatomie, Reno, Republic, Rooks, Saline, Scott, Shawnee, Thomas, Trego, Wichita, Wilson, and Wyandotte. The superintendents of Chase, Cheyenne, Clark, Finney, Gove, Grant, Greeley, Jefferson, Norton, Pratt, Sherman, Stevens, and Sumner—thirteen in all—answered in the affirmative. The superintendents of schools in the following twenty-one cities answered the above question in the negative: Argentine, Atchison, Beloit, Chanute, El Dorado, Emporia, Fort Scott, Horton, Hutchinson, Kansas City, Larned, Leavenworth, Newton, Osage City, Ottawa, Pittsburg, Seneca, Topeka, Wellington, Wichita, and Winfield, while the superintendents at Clyde, Parsons, and Salina—three—answer the same questions in the affirmative.

Is the law requiring school attendance adequate?

This question was answered in the negative by the superintendents of forty-five counties, as follows: Allen, Anderson, Barton, Brown, Butler, Cheyenne, Clark, Clay, Cloud, Comanche, Cowley, Dickinson, Doniphan, Douglas, Elk, Ellis, Ford, Geary, Graham, Greeley, Harvey, Johnson, Kiowa, Leavenworth, Marion, McPherson, Miami, Mitchell, Nemaha, Neosho, Osage, Ottawa, Pawnee, Phillips, Reno, Riley, Rooks, Russell, Saline, Scott, Shawnee, Stevens, Thomas, Wichita, and Wyandotte. Affirmative answers were given by the superintendents of the counties of Chase, Edwards, Finney, Gove, Grant, Harper, Morton, Norton, Pottawatomie, Pratt, Republic, Sherman, Sumner, and Wilson—fourteen in all. Negative answers to the above question were given by the superintendents of schools of the cities of Argentine, Atchison, El Dorado, Emporia, Fort Scott, Hutchinson, Kansas City, Larned, Leavenworth, Minneapolis, Newton, Oswego, Parsons, Salina, Seneca, and Wichita—16. The same question is answered in the affirmative by the city superintendents of Chanute, Clyde, Horton, Osage City, Ottawa, Pittsburg, Topeka, and Wellington—8.

The superintendents of the following counties and cities expressed themselves on the above questions as follows:

Brown county.—The compulsory-education law can never be enforced under the present form. District officers know that the abuse and criticism, loss of patronage and time involved, are too much for their peace and comfort. Local officers will not face such a storm.

Cherokee county.—The law requiring school attendance is partially enforced, but do not think it adequate.

Doniphan county.—The law is not strictly enforced.

Ellsworth county.—The law is not enforced in all cases; if enforced, think it would be adequate.

Franklin county.—The law is only fairly well enforced, and until we enforce what laws we have it is useless to have more.

Garfield county.—We have, as yet, had no occasion to use the law requiring attendance at school.

Geary county.—The law is but partially enforced.

Gove county.—The law is all right, except as to time of attendance.

Haskell county.—The law is generally enforced, but the law requiring school attendance is not thought to be adequate.

Hodgeman county.—The law is not very fully enforced, but is thought to be sufficient.

Jefferson county.—The law is fairly well enforced, and is thought to be all that is needed when properly enforced.

Johnson county.—The law is adequate, if enforced.

Labette county.—If we could enforce the law as we have it, a great many more children would be benefited than at the present time.

Logan county.—The school-attendance law is not necessary, and is thought to be all that is needed.

Marshall county.—The law requiring school attendance would be adequate, if enforced.

Montgomery county.—The school-attendance law is enforced in some cases, and is all that is needed, when enforced.

Nemaha county.—The law in regard to school attendance is only partially enforced.

Neosho county.—The law has not been enforced in all cases.

Ness county.—If the law was enforced, it would be amply adequate.

Osborne county.—The law requiring school attendance is all that is needed, if enforced.

Pottawatomie county.—In my judgment the present law is adequate.

Riley county.—The law is fairly well enforced.

Rush county.—The law is partly enforced; would be adequate, if fully enforced.

Wabaunsee county.—I think the present compulsory law inadequate, as it cannot be enforced.

Wyandotte county.—The law requiring school attendance is not adequate.

Chanute.—The compulsory law is sufficient, if enforced.

Clyde.—The law requiring school attendance is satisfactory in this community.

El Dorado.—I do not think the compulsory law entirely adequate.

Emporia.—The law at present is entirely inoperative.

Junction City.—The law requiring school attendance is in part enforced, and I think it is adequate.

Larned.—I think the compulsory law is not sufficient.

Lawrence.—Some effort is made to enforce the law, but it seems to be impracticable.

Leavenworth.—The compulsory law is far from being adequate.

Minneapolis.—The law requiring school attendance is fairly well enforced, but is inadequate.

Oswego.—The law as regards school attendance is in part enforced.

Parsons.—I don't think the law requiring school attendance is adequate.

Pittsburg.—The compulsory school law is adequate as usually enforced.

Seneca.—I think the compulsory law is not adequate.

Winfield.—The law requiring school attendance is probably adequate, if duly enforced.

What changes would you suggest?

To this interrogatory the following answers were returned by the various school superintendents:

Allen county.—Change basis of distribution of semi-annual dividends so that each district shall receive in proportion to its actual average attendance instead of its school population of from 5 to 21 years of age. This would encourage attendance by placing a premium upon it. As soon as the working of this law became thoroughly understood it would create a strong public sentiment in favor of compulsory attendance.

Anderson county.—Divest the present law of all its provisions, and provide for free books for poor children.

Barton county.—I think that school boards should be paid for their labor, and compelled to perform it. I do not think it just to expect a man to neglect his own affairs to attend to public work without some compensation.

Brown county.—In addition to the present machinery, something as follows: Teachers shall furnish county superintendent with monthly reports of name, age, and number of days attendance of each pupil enrolled in his school; teachers' certificates to be forfeited on failure to have the file complete by January 15 of each year. The county commissioners should appoint some suitable person to compare these reports with the school census reports of the district clerks respectively, to determine how far the law is being complied with. This officer should be put under bonds to enforce the law fully. The compulsory-education law can never be enforced under the present form. District officers know that the abuse and criticism, loss of patronage and time involved are too much for their peace and comfort. Local officers will not face such a storm. Remove the authority for enforcing the law to a distance—make it to proceed from a county official who is sworn and bonded to use every lawful means to counteract the indifference to school-going, and the result will be more satisfactory. His term of office should be, say two years, and his salary \$400 per year. The time for his work would extend through the ordinary period of the school term.

Butler county.—Absolute repeal of the compulsory-attendance law. I find that the only attempts toward compelling the attendance of children at school spring from personal differences.

Cheyenne county.—The required term of attendance in each year should be doubled; and the penalty for parents or guardians who violate the law should also be doubled. This fine could only be collected about once a year, and a man with a good stout boy could afford to pay the fine if he were disposed to disregard the law. I am also in favor of such a revision of the school laws of the State as will place the minimum school age at 7 years instead of 5, as now. It is all wrong sending babies to school, and I think it high time for our legislators to take hold of the matter. Practical experience and personal observation convince me that 7 years is a low-enough minimum, and it should be made a misdemeanor to send children younger. I am aware that such a law would meet with considerable opposition at first from unthinking people, but I am satisfied that a practical test of its wisdom would soon commend it to all.

Clark county.—Make the penalty greater, and the business of every patron in the district to see that all pupils or children are in attendance.

Clay county.—I would suggest that the enforcing of the compulsory-education law be given to the police officers instead of school boards. It is a dead letter as it is now. School officers are unwilling to incur the displeasure of their neighbors by enforcing it.

Cloud county.—In districts in which the school term is not less than eight months, parents should be compelled to send their children not less than five months, if poverty, distance, mental or physical condition does not prevent.

Cowley county.—The only change I would suggest is an amendment whereby school officers could be *compelled* to do their duty. The law says there shall be a penalty for non-compliance, yet in the history of this county no one has ever been punished for such violation. I am familiar with one district which regularly draws per capita for 30 children, while the average attendance for the six-months school was $6\frac{1}{4}$. I believe if the power could be placed in the hands of the teacher, or give the superintendent the right to compel attendance, a better result would soon be apparent. We need but note the mental, moral and physical condition of the people of Prussia, to see at once the great good resulting from compulsory education. Every child at the age of seven must be in school, and that *must* means *MUST*. I think five years is too young. If the age of compulsory attendance at school was fixed at seven I believe it would be more possible to enforce it. I would never think of sending one of my little ones to school before seven years of age. It is the exception, and not the rule, that the five-year-old child keeps up with one of seven years of age. I should be glad to see compulsory education enforced, and cheerfully promise what assistance I can render to bring about such measures. When I receive the poorly-made-out reports from the clerks of the boards (supposed to be the best talent in a district), I feel sad to think of the utter neglect in this direction.

Dickinson county.—I would favor a law requiring all persons between six and fourteen to attend school six months in the year. Of course some exceptions would have to be made.

Doniphan county.—I think an attendance officer in each district, clothed with due authority to examine into all cases, see they are in school, and if not, compel them to attend, would aid in executing a law. Seven and sixteen would be better ages than five and fifteen, I think.

Douglas county.—Between October and June, a district should have at least a *six-months* school. All children between *seven* and *sixteen* years should be required to attend for the *six* months, if health admits. If poverty be in the way, the county should furnish *books, clothing*, and, if need be, *food*.

Elk county.—There are so many provisions in the law that it is very difficult to compel a parent to send his child to school. In the rural districts there is little necessity for the enforcing of the law, as most of the children attend school. I would suggest changing the law so that a parent will be compelled to have his child either in a public or a private school, unless the child is excused for physiological reasons.

Ellis county.—I would suggest that the law be changed so as to have all pupils attend school from ten to fifteen years of age at least five months each year, regardless of the parochial schools they may attend. For in most cases the sectarian schools are only a blind.

Ellsworth county.—I would suggest a more severe penalty for not enforcing the law.

Geary county.—I think that the trouble lies, in many cases, with the parents who are too indolent to provide books and clothing for their children. Punishing the parents will not buy books and clothing for the child, and the district is unwilling to incur the displeasure of the offending parties, and the expenses that are necessary. I think the authority should be lodged somewhere else. The children that are kept out of school are generally not those that have to labor, but those who have indolent and profligate parents.

Greeley county.—I would suggest that the time of attendance be extended, leaving

the discretionary power of enforcing the law with competent officers. It would also be an improvement, in many cases, if the law was extended to older pupils than now.

Harvey county.—The law contains too many “ifs,” “ands,” and “buts.” Leave out all that part of the law with regard to children being taught at home, and require all children physically and mentally able, to attend school not less than sixteen consecutive weeks; and if parents are not able to clothe and supply them with books, let the State do it.

Haskell county.—I think that many of the exceptional clauses should be stricken out. A majority of district boards will excuse a child from attending school for a very trivial excuse.

Kiowa county.—Remove the principal exceptions in our compulsory law, and make it compulsory upon the school boards to furnish books and the township trustees to supply necessary clothing, upon proper proof, supported by affidavit, of the guardian's or parents' inability to furnish the same. Make the law more stringent both on parents and school officers, and give the county superintendent power to enforce it.

Lafayette county.—If we could enforce the law as we have it, a great many more children would be benefited than at the present time; but I do not think three months is enough, if we could have a law enforced compelling a longer time.

Leavenworth county.—That it should be made the duty of some township officer to inform himself on the subject by consultation with the school-district clerk and the teacher of the school, and a penalty prescribed for any neglect in enforcing the law.

Marion county.—First, some other officer besides the director should be called upon to enforce the law. It often happens that the director is under obligations one way or another to his neighbors, and he will not, in such case, bring upon himself the hatred of those neighbors by enforcing the law. Second, the county superintendent should be given more power in the matter of removing school-district officers. Third, the law should be more definite in regard to compulsory attendance. For instance, the attendance required is twelve weeks during the year, which I take to mean, for example, from September 1st to September 1st. Now, supposing a district has only four, five, or six months' school—the law permits a pupil to wait until one month, two months, or three months has passed before the director can compel his or her attendance. During six weeks of the twelve the pupil must attend consecutively; he may do this, and then not attend twelve weeks during the year. The law is very defective in this particular. Again, the age of compulsory attendance, 8 to 14, is wrong. It should be, if any pupil is to attend only twelve weeks, from 8 to 16 at least.

Marshall county.—Require school boards to enforce attendance reasonably.

McPherson county.—I would recommend the appointment of police school commissioners, clothed with proper authority to carry out the spirit of the law that we have enacted.

Miami county.—The law is good enough, if enforced.

Mitchell county.—I would vest the authority to compel attendance in township or county officers, chosen for the purpose of seeing the law enforced. Strike out conditions in the present law that render it ineffective.

Montgomery county.—I have no suggestions, unless it be to place more responsibility upon school officers, and give more authority to provide for those unable to obtain books and clothing.

Nemaha county.—The school laws of Kansas are made to favor the rich. They should be remodeled to assist those who need it most.

Neosho county.—The Legislature should not make a law and destroy it by provi-

sions, as in the compulsory act. We need a clear-cut, unincumbered compulsory school law, and not one "sugar-coated" with unreasonable provisions.

Ness county.—The law when enforced is adequate, except in cases where children have to go more than two miles to school, as is the case here in many instances.

Osage county.—There should be an officer appointed by the board of county commissioners, whose duty it shall be to see that all children between the ages of 8 and 16 years attend school at least three months in the year, and to institute proceedings against offending parents or guardians. The duty of enforcing the law should not, under any circumstances, be left in the hands of the school-district director; for no man wishes to get into trouble with his neighbor. The law needs complete remodeling. I think that the next Legislature should do something to regulate these matters. With our excellent school facilities we have people in our midst growing up in ignorance dense as Egyptian darkness. Only 45 per cent. of our school population is found daily in our schools. Our school-rooms, for two or three months during the school term, are not half-filled, while there are thousands of children running about doing nothing. Our schools are not operated as they should be. Some of our prominent tax-payers are grieved to think that the great sums of money expended do not bring the returns they should. I believe there ought to be a truant officer appointed to attend to these matters.

Ottawa county.—I would suggest first, make time of compulsory attendance definite; second, require teachers to report to county superintendent names of children not attending at beginning of time selected; third, require county superintendents, under severe penalty, to enforce the law.

Pawnee county.—I would suggest an officer designated for that purpose, with a penalty attached for failure or neglect of duty.

Phillips county.—Cut out some of the "if's" and "and's" from the present law.

Reno county.—Leave no gaps down as there is in the present law. Excuse none, only in case of sickness. Districts should buy books for all pupils, or, better, the State furnish them. In cases of extreme poverty, districts should furnish clothing.

Republic county.—We would ask an appropriation by the State to supply children, who do not attend school, with the necessities to attend. I know of but two instances to which we would have applied the law, if we had authority to supply the children with books and clothes. I would make the county superintendent the party to enforce the law. School boards do not like to trouble their neighbors. I know of only two instances where the law referred to in query No. 4 [the law requiring school attendance] has been violated in this county, outside of the city of Belleville. I think there have been several cases in that city, but have no means of knowing how many.

Rice county.—The law is all that is needed, except, perhaps, as to number of months' attendance required.

Riley county.—I would suggest that each day's absence be reported by teacher to district clerk, and subject parent or guardian to a small fine, unless absence is shown to be necessary, and satisfactory reasons assigned therefor. Would make district board liable for the fine, in case of its neglect to enforce the law. At present the mischief is done before the penalty of the law can be enforced. The fine imposed at once is too heavy. Boards are reluctant to enforce the law or inflict penalty upon their neighbors.

Rooks county.—I have no changes in the law formulated in my own mind at the present time.

Russell county.—I would suggest first, the repeal of the fourth section of the compulsory law, called "malicious prosecution"; second, that district boundaries should

not be permitted to thwart the law as to the "two-mile limit," and parents compelled to send to the nearest school whether it be in the district or outside of it; if outside, let the district in which the pupils live pay the other for their schooling; and third, I would have a truant officer to carry out the law.

Scott county.—The compulsory law is inadequate. I think the time should be for six months instead of three.

Shawnee county.—The law requiring school attendance should be made *mandatory*.

Stevens county.—The law should provide for clothing and books for children whose parents are unable or unwilling to furnish them; make it the school officer's duty to see that these necessities are supplied, and the children sent to school. If the district furnishes books, the worst difficulty is met, for the town officers will furnish clothes. We have had trouble about books. Some of our territory is outside of any district, and too far from the school for children to attend.

Thomas county.—Too many "provisos"; "they have not done so and so," or "live so far," etc.

Trego county.—Compulsory law is probably as nearly adequate as it can be. The chief difficulty in the way of compulsory education seems to be the dislike to starting prosecution. Such prosecution is likely to cause ill-feeling, which most people prefer to avoid. Districts are so large in this county, that many are beyond the two-mile limit.

Wabaunsee county.—I would suggest that an officer be elected or appointed in each county to take charge of this matter. He should receive a fixed salary, also a per cent. of the fine imposed upon all those whom he compels to obey the law. The clerk in each district should be required to notify this officer of those who do not attend school according to the law.

Wichita county.—Repeal all of section 103 from the word "*consecutive*" in line six to the word "*that*" in line eleven. My reasons are that these exceptions render the law inoperative.

Wyandotte county.—I would suggest that children between the ages of 7 and 15 years be compelled to attend school; that the limit be not less than sixteen weeks in each school year; and that fewer things be allowed to "satisfy" the board, and form an excuse for keeping the child at home or at work. I think if the apportionment of State and county school money could be based on the average attendance, instead of the school census, it would help considerably.

The superintendents of the city schools reporting answered the same interrogatory as follows:

Argentine.—I would suggest the appointment of truant officers, to see that the law is enforced. School boards are not so situated as to be enabled to enforce such a law in cities. Here the law has been utterly disregarded, and there are many children on the streets to-day who should be in school. These are too old now to grade with other children, and so are ashamed to enter school.

Atchison.—I think a truant officer should be provided, and the provisions of the law should be more definite. Our school terms should be equalized and made uniform all over the State. A State system of education should operate by means of greater State uniformity as regards length of term, accommodations, and appliances. The most irregular and poorly-adjusted part of our system of education, is our financial and district system. Compulsory education is correct, but much preliminary work is necessary in Kansas before we have reached that point. Proper provision is not made throughout the State for those who do attend school. It is wrong to compel a child to attend school if he must sit in a poorly-heated, dimly-lighted, and

badly-aired room. The present financial system of our schools is poor. The tax levy for the county reveals a rate ranging from three to thirty mills on the dollar, and often those taxed the most secure the least money, and are only able to support schools for a few months at best, and that with poor teachers and inferior accommodations and appliances. As a State, we are hardly able to consistently take up compulsory education until we properly take care of the voluntary attendance. If we look to the efficiency of our financial and general results, many more volunteers will appear, and our compulsory work is done for us. Our State laws discriminate against districts. In this city we can levy but seven mills school tax, which is not sufficient to operate our schools, while in some rural districts the law permits twenty mills.

Chamute.—In cities of the first, second and third class I would make it the duty of city marshals and policemen to see that pupils are in school. Lists of children excused from attendance for any reason should be in the possession of the above-named officers, and children not on those lists should be the special objects of said officers' attention when they are not in school. It is to a limited extent true that the Government has no right to interfere with private affairs, but the welfare of the nation is so wrapped up in good-citizenship that anything that will secure, or tend to secure, uniformly good citizens to the State or nation comes strictly within the province of national rights. One statesman has said that an army of school teachers is the cheapest standing army a nation can have. The good results accruing from well-educated men and women will more than compensate for such additional expenditure as would be required were all children compelled to attend school. The reduction in expenditures for the police regulations of the nation would equal, if not exceed, the additional outlay. I write now with the accepted doctrine in view that education reduces crime and vagrancy. To be sure we would be required to build more school buildings, but fewer jails, insane asylums, and poor-houses. We would have to employ more teachers, but fewer policemen, constables, and private watchmen. Send every boy and girl to school; educate them—head, hand, and heart—and the perpetuity of this, the grandest government on the face of the earth is assured. We are a railroad town, and our percentage of attendance is not so high as some towns in agricultural districts.

El Dorado.—We do not know what officer or officers, if any, should give attention to enforcing the law. We know of no penalty attached for a disregard of the law. A strict enforcement of the law would bring into the public schools some boys who would prove a serious damage, especially with the inadequate provision for certain boys who ought to be in a reform school.

Emporia.—All modifications, such as "pupils may receive home instruction," etc., should be stricken out, and the months, or time, specified they should be in school.

Fort Scott.—Every town and city should have a "truant officer," and sickness should be the only legal excuse for non-attendance.

Hutchinson.—I would suggest that the clause pertaining to clothing and home instruction be omitted, and the enforcement of same devolve upon some definite officer.

Larned.—It should be made somebody's duty to enforce the law. What is everybody's business is nobody's business.

Laurence.—The enforcement of the law, as it now stands, would be very difficult in cities of any considerable size. As our enrollment usually reaches our census in numbers, we have not given the matter very much attention. Some effort has been made where case came to notice.

Leavenworth.—I regard our school law as wholly inadequate, as it provides no adequate machinery for its enforcement. The law itself is loosely drawn, and not explicit enough. No one is compelled to put it into effect except the president of

a board of education, or a school director, and in case they fail, it is left to some tax-payer to make complaint. The law should require the police authorities to detail an officer to act under the orders of the board of education. Our streets are full of children of school age, who are not only growing up to be criminals, but are leading others astray. I sincerely hope steps will be taken to amend the law.

Minneapolis.—I would suggest that a penalty be made for neglect to enforce the law. Place a penalty also for refusal of parents of children, who refuse to obey the order of the board of education. Boards and officers should be punished for neglect to report, and parents for refusing to obey. A law without penalty is void.

Parsons.—Would suggest a board of inspectors.

Pittsburg.—If the compulsory law was strictly enforced, I think it would be necessary to furnish free books for poor children.

Salina.—I would require all pupils to attend eight months each year, between the ages of 8 and 15, unless otherwise taught, and they should also be excused by the board of education. All schools should be subject to State supervision, and should be reported on. Parochial and private schools should be compelled to keep a standard equal to that of the public schools, and should be subject to the same examinations, and a public record made of the advancement of pupils. I think we ought to have a reform school in every judicial district, in which the tough characters might be placed where they might be taught by specialists to work and think. A few bad children will spoil a whole school and terrorize a community by their depredations. Much of the time of every public-school teacher is taken up with the bad cases to the very great detriment of the whole school. No pupil should be allowed to be away from school during its sessions without a proper excuse from the authorities. The safety of our country and its institutions depends on all being educated, and it is not only the right but the *duty* of the State to see that all its citizens are educated and rightly trained.

Seneca.—I would suggest that it be made some one's duty to see that the law is enforced, and that he be paid for his work. I would also suggest a truant officer in at least every township. Boards of education serve without pay, and have enough to do without performing the duties of truant officer.

Topeka.—I would suggest the enforcement of the law.

Wichita.—There should be a law compelling parents to give boards of education reasons for absence of pupils from school, and at the same time defining what should be considered a legal cause of absence from school duties. The present compulsory law is defective in that it places the "informant" at the mercy of the negligent parent, by throwing all costs on informant if he fails to prove his case; and there being no definite excuse assigned by law for retention of pupils from school by parents or guardians, there can be but little hope of enforcement of the law as it now stands.

Are you in favor of compulsory education?

To this question the superintendents of Butler and Edwards counties expressed themselves in the negative, and the superintendent of Pawnee did not know. The superintendents of the other counties reporting, with but one or two exceptions where the blank was not filled out, were strongly in favor of a compulsory-education law.

The same question was answered in the affirmative by the superintendents of schools in the cities of Beloit, Chanute, Clyde, El Dorado, Emporia, Fort Scott, Horton, Hutchinson, Junction City, Kansas City, Larned, Lawrence,

Leavenworth, Minneapolis, Osage City, Oswego, Parsons, Salina, Seneca, Topeka, Wichita, and Winfield—22; and in the negative, from Wellington.

The following qualified answers were received from one county and four cities:

McPherson county.—I am in favor of compulsory education, if ample provision is made for it.

Argentine.—Yes; of the right kind. The kind of compulsory education which would prove most effectual, would be in the nature of a limitation upon suffrage. But, of course, such a law, to be effectual, would have to be enforced in all the States.

Newton.—I am in favor of compulsory education to a certain extent.

Ottawa.—I am in favor of compulsory education, conditionally.

Pittsburg.—Would favor compulsory education to a certain extent.

Are you in favor of a law prohibiting the employment of children under 15 years of age in mines, factories, and other workshop industries?

Affirmative answers to the above question were given by the counties of Anderson, Barton, Brown, Butler, Cherokee, Cheyenne, Clark, Clay, Cloud, Cowley, Dickinson, Doniphan, Douglas, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Franklin, Garfield, Geary, Graham, Grant, Harper, Harvey, Jefferson, Johnson, Kearny, Kiowa, Labette, Leavenworth, Linn, Logan, Marion, Marshall, Mitchell, Morton, Nemaha, Neosho, Osborne, Ottawa, Phillips, Pratt, Reno, Rice, Rooks, Russell, Rush, Scott, Shawnee, Sumner, Trego, Wabunsee, Wichita, and Wyandotte—56 in all. From two counties, Gove and Thomas, the replies were in the negative.

The same question was answered by the following cities in the affirmative: Argentine, Beloit, Chanute, Clyde, Horton, Hutchinson, Kansas City, Leavenworth, Minneapolis, Oswego, Parsons, Pittsburg, Seneca, Topeka, Wellington, and Wichita—16. From Newton and Leavenworth the answers are in the negative.

The following are the answers to this question in detail by counties and cities:

Allen county.—I should favor a law restricting such labor to certain hours a day.

Anderson county.—Yes; though very few children are employed in factories in this county. The only exception I know of is the Garnett Canning Factory, which employs children during the canning season. Except that for a month after school commences this interferes with their attendance at school, I see no bad effects from it.

Brown county.—I am very emphatically opposed to such employment.

Butler county.—The phase of this question presented in this county is, where boys, after they are large enough to be of some assistance on the farm, are kept at home to work. From the time they are 13 or 14 years of age they do not start to school until after the corn crop is husked and in the crib, and they then cease to attend as soon as the ground is in condition to plow, in the spring. However, I do not think the remedy for this is in legislation, but rather with the teachers and superintendent.

Cherokee county.—I would suggest that the law be so amended as to make it a misdemeanor for any company, corporation or individual to give employment in the mines to any person under 15 years of age, unless such person shall first file with the company, corporation or individual a certified statement from a competent

teacher that the person seeking employment has attended three consecutive months of school taught by said teacher in the current year; and that such attendance has been prompt and regular except when prevented by sickness. Some companies have a rule similar to the one I have suggested, but I think it should be made a *law*. Many of the children from 10 to 15 years of age are employed the greater part of the time in the mines, and it is almost impossible to enforce the present law in every case. I think that a penalty should attach to every violation of the law. Make it \$25 fine for the first offense, and \$50 for every subsequent violation.

Cowley county.—I am; because I firmly believe it dwarfs their physical development, and their association with people of all ages, at all times, depraves their morals, to say nothing of the neglect of their mental powers.

Doniphan county.—If a compulsory law could be enforced, and children kept out of factories, etc., till a more mature age, the benefit to our country could not be estimated.

Douglas county.—While I favor a law of this description, yet it is possible that such legislation might be had that children from twelve to fifteen years of age could be employed in factories and other workshop industries. A child should never work in mines.

Ellis county.—I am in favor of such a law, for that is the time they should be in school.

Geary county.—The children that are kept out of school are generally not those that labor, but those who have indolent and profligate parents.

Gove county.—I think a child under fifteen years can do some part of the work in mines and factories without injury to his health, and might benefit his purse.

Grant county.—This is a very new county, and we have no factories nor mines.

Greeley county.—To this question I would answer, yes, with proper limitations and restrictions. There are cases where poverty makes such labor a necessity, and a limited amount of labor is not hurtful to the child, and thus the family may avoid becoming objects of charity.

Haskell county.—I am in favor of this law, provided that a more rigid compulsory school law could be enforced; otherwise it would do more harm than good.

Hodgeman county.—I am in favor of such a law for the time schools are in session, but they might work during vacations at the lighter forms of work. The enforcement of such a law might work much hardship in some poor families.

Jefferson county.—Yes; for the reason that I think they are compelled to work beyond what their young and growing constitutions are able to stand.

McPherson county.—Yes; provided they are compelled to attend school at least twelve consecutive weeks in each year. But during their vacations I would not be in favor of prohibiting their employment. It is better for them to work than to run at large.

Miami county.—With proper limitations, I am.

Montgomery county.—I am as a general rule. There is nothing to complain of here in the employment of children. There is a canning factory that has given employment to quite a number of children of poor families, but that work is nearly all during the vacation. There were large numbers employed in picking fruit in the season of strawberries, blackberries, etc., as that is an interest that is growing here.

Neosho county.—We have but few factories in our county, and children are not employed in them; those who stay out do so to assist their parents on the farm, in the store, etc. Most of those who remain out do so because they dislike school, and are often encouraged in it by their parents. This dislike often springs from stories by parents of their early escapades in school—how they headed off the teacher, etc.

Ness county.—Under certain condition I am in favor of such a law, but if the child

has no one to support him I think he should be allowed to labor unless some provision is made for his support.

Norton county.—Yes; properly modified.

Osage county.—I am in favor of such a law while the school is in session. Let them first put in at least six months in the school-room before they are allowed to work. I trust that the next Legislature will do something to regulate these matters. With all our excellent school facilities we have people in our midst growing up in ignorance denser than Egyptian darkness.

Pawnee county.—Yes, for permanent or continual employment; not for temporary employment, or for periods of short duration that do not interfere with school privileges.

Republic county.—I am in favor of it, if the age be reduced to 14 years.

Riley county.—I am, certainly. The school-room is the place for children; then out doors as much as possible.

Rooks county.—I am also in favor of the law prohibiting children under 15 years of age being kept out of school to herd cattle and sheep. As we have no mining interests nor factories in our county, these industries do not affect our school attendance.

Stevens county.—Yes; when the work keeps them from school. Such employment when school is not in session would, in my opinion, work no injury.

Trego county.—In this county many children under 15 years of age are engaged in herding cattle.

Wilson county.—Yes; with certain exceptions.

Argentine.—Such a law would do much to better the state of things in this city, if proper provisions were made for its enforcement.

Atchison.—During school-time; yes.

Chanute.—Most assuredly.

Clyde.—The law would be inoperative in any community where the opportunity for securing employment in labor industries is favorable. Reason: It is not in the nature of man to bring enmity upon himself by attempting to accomplish what is likely to do little for his neighbor, but which will bring himself annoyance and disagreeable intermeddling without recompense. This attempt to compel persons to educate their children is not reaping much success, notwithstanding the fact of its high importance to the State. In my opinion, it will not be generally enforced in any community until the power to enforce the law is reposed in somebody or delegated to some person in particular, and special powers and duties imposed, with more than the moral reward following as a recompense for time and energy expended.

El Dorado.—I am in favor of some such law. Very probably 15 years is a little greater age than should be named for the limit. Children from 12 to 15 years can certainly be very profitably employed for, say, *half* of the year in some kind of manual labor. In many cases if such could work one-half of the school day, and attend school the other half-day, it would be the best thing to do. Pupils from 10 to 15 years of age who work six months of the year and attend school the other six months, nearly always do well; in fact, most of them will have a better *all-around* discipline than children who have had little to do except to attend school nine months and be idle the other three. Physical labor is not only a factor in civilization, but in education as well.

Emporia.—While we are not greatly bothered with pupils being so employed, I think a law of that kind would be a benefit to some localities.

Fort Scott.—I am, during the time school is in session.

Horton.—We have many boys employed at the Rock Island shops at this place.

In most cases such boys would be in our schools without any enforcement, were they prevented from working in the shops.

Junction City.—I know of no children in this city being kept out of school for such purposes. School sentiment is so strong in this city that a law on the subject is scarcely needed.

Kansas City.—A law should be enacted whereby anyone employing persons under 15 years of age, who have not attended school at least twelve consecutive weeks within the last calendar year, becomes guilty of a misdemeanor. Of course this would involve a system of inspection of factories, etc.

Larned.—I should be in favor of the enforcement of such a law, though would except the case of a widow, or some such person, whose child was her only support.

Lawrence.—I am, conditionally. I would favor light employment for vacation and idle hours. Some restriction in this direction seems to be needed, however.

Leavenworth.—Yes; I have had the good fortune to have charge of the schools of Grand Rapids, Michigan, for the past four years, where the compulsory law of the State of Michigan is enforced better than in any other city in the State. The good effects are plainly apparent there. Our truant officer visited all factories, workshops and stores, and ordered out all children between the ages of 8 and 14 years, or rather all under 14 years of age. The census of 1889 showed a school population of 15,602; of these, nearly 13,000 were in public and private schools. This is a very high percentage when it is remembered that the law did not require attendance after 14 years of age. The State should protect the children from the inhuman selfishness and laziness of ignorant and criminal parents. Child labor should be prohibited by the enactment of a stringent compulsory-education law.

Osage City.—Many of the "pit bosses" require certificates from boys who work in the mines, stating that they have complied with the law in regard to the attendance at school, but there are several cases which have come within my own knowledge in which boys are allowed to work regardless of the law. Some boys have not been in school for two years, and I am pretty certain that there are others who have not been in school for the past four years who would not be excused before the law because of age. In the main, the children do attend school.

Ottawa.—Yes; if we have compulsory education.

Parsons.—I am; however, we are not troubled here much in this direction.

Pittsburg.—I am, decidedly.

Salina.—No; I am in favor of children learning to work, but not in favor of the sweetness of life being pressed out of them by overwork, in this age of enlightenment and mechanical progress.

Winfield.—No; not if they are allowed to run the streets. If they are to be prohibited from learning habits of industry and economy for the mere sake of being idle, I am opposed to such a law. I would earnestly favor a law requiring all children to be either in school during the school year, or be at work, helping to earn an honest living.

MISCELLANEOUS REMARKS.

Finnery county.—Whenever there has been non-attendance at school, it has been for lack of proper clothing and books. I do not know of a single child kept from school in order that they should labor. Our county is new, and but little can be done at agriculture, and we have no manufactories of any kind. Our citizens are nearly all of American birth; consequently, desire education for their children. Sometimes the distance to the school is too great for young children to attend—school-houses being in some cases eight miles apart.

Hodgeman county.—The low percentage of attendance in this county is attributable to three causes: First, distance of homes from school—sometimes four miles

or more; second, some districts have but two or three pupils, and the parents won't enforce the school law; third, people are "cranky," and won't send their children, because they don't like the teacher. Some few are being taught at home, but many are without instruction.

Montgomery county.—There is much that we do need in legislation to facilitate our school advantages. Some of these matters have been before our teachers' associations for years, but it is a hard matter to get the Legislature to touch upon any of them.

From the statements and opinions here presented, we may obtain the following deductions:

The question as to the enforcement of the law requiring school attendance is answered directly in the negative by forty-six counties, and in the affirmative by only thirteen; the question as to its adequacy is answered in the negative by forty-five, and in the affirmative by fourteen; and as these two questions are intimately connected, it will perhaps be as well to consider them together. It will be seen by this that fifty-nine counties answer these two questions either affirmatively or negatively, but that only about one in four States that it is enforced, and that they believe it adequate. This proportion of nearly three to one is probably a fair estimate of the status of the law throughout the State, and conclusively shows, it seems, that it is not all that can be desired. In the cities, from which we have twenty-three answers either directly affirmative or negative, we find that the law is practically a dead letter, only three out of that number reporting it as enforced. This is explained to some extent by the fact that there are more opportunities for the employment of children in the centers of population than in the rural districts. These questions are answered at length by twenty-four counties and fourteen cities, and in the main, while the law is not deemed all it should be, still if it were enforced it is thought that it would be of incalculable benefit.

The superintendents of forty-nine counties and sixteen cities write more or less extensively in regard to changes in the present school law, and on two points seem to generally agree, that the time specified for attendance is not long enough, and that the enforcement of the law should be taken from the local school officer and given to some one who should be paid for his services. There also seems to be a general opinion that the law needs amendment in many ways in order to make it practical and desirable.

There seems to be practically only one voice as regards the question of compulsory education—the superintendents of only two counties and one city expressing themselves negatively as to this matter. While there are different methods proposed to obtain the desired result, and in a few instances qualified answers to the questions are given, yet, in the main, the advisability and desirability of compulsory education are conceded from every section of our State.

A law prohibiting the employment of children under fifteen years of age in mines, factories, etc., is heartily sanctioned by fifty-six counties out of the fifty-eight answering this query, and sixteen out of eighteen cities, which is practically a unanimous indorsement of a stringent child-labor law. Various

opinions are presented and methods proposed, and while the ideas are conflicting, it is seemingly realized by all that the early enactment of such a law is a vital necessity.

Probably the whole drift of the replies can better be ascertained from the following table:

QUESTIONS.	COUNTIES.			CITIES.		
	Yes.....	No.....	Qualified answers...	Yes.....	No.....	Qualified answers...
Is the law requiring school attendance enforced.....	13	46	.....	3	20	.....
Is the law requiring school attendance adequate.....	14	45	.....	8	15	.....
Are you in favor of compulsory education.....	70	2	4	22	1	4
Are you in favor of a law prohibiting the employment of children under 15 years of age in mines, factories, and other workshop industries.....	56	2	.....	16	2	.....

It will be observed by the above, that the question in regard to the changes suggested in the compulsory law is not included. On account of its connection with the first two questions, and the form in which it was asked, it could not be answered by an affirmative or negative reply. It will also be noticed that the entire number of counties and cities reporting do not seemingly appear in the above list, which is accounted for by the fact that in many instances the blanks sent out were only partially filled. However, enough can be gathered from the above reports to show positively that a majority of the educational officers of the State—those who are constantly engaged in the supervision of school work, and have a vital interest in the best means and methods to be employed in the furtherance of that work—are agreed in thinking our present compulsory education law inefficient; are in favor of a total repeal and reenactment of a new law, or an amendment of the one now on our statute books; and also favor compulsory education, and the passage of a law which will effectually debar the employment of children of a tender age in mines, workshops and factories—an employment which dwarfs them both physically and mentally, and deprives them of the education which the State stands ready to give, in order that they may become useful and intelligent men and women, fitted for the duties and responsibilities that will in time devolve upon them.

EMPLOYERS' STATEMENTS, AND OBSERVATIONS BY COMMISSIONER.

A copy of blank form No. 10, "Child Labor," presented below, was sent to every employer in the State engaged in industries in which children were employed. Seventy-four were returned—eight entirely void. Sixty-six contained more or less information, which will be found embodied in the following eight tables, each one dealing with a special subdivision of the subject.

Immediately following the tables, remarks, opinions, and suggestions of employers and others will be found:

OFFICE OF COMMISSIONER OF LABOR AND INDUSTRIAL STATISTICS,
TOPEKA, KANSAS, 1890.

DEAR SIR: This Bureau was established by the Legislature in 1885, and it was made the duty of the Commissioner to "collect, assort, systematize, and present in annual reports to the Governor, to be by him biennially transmitted to the Legislature, statistical details relating to the . . . social, educational, and sanitary condition of the laboring classes, and to the permanent prosperity of the productive industries of the State."

At the last annual convention of the labor commissioners of the several States it was determined that the subject of child labor should be investigated by every State Bureau in the association. This means that twenty-two States will, during the present year, strive to learn to what extent and under what conditions children are employed.

The result of this work cannot fail to add an extremely interesting chapter to the volume of labor statistics, and while the employment of children may not as yet be very extensive in Kansas, it is undoubtedly increasing, growing with the development of our manufacturing and kindred industrial establishments. It is the aim of this Bureau to present, so far as it is possible, the conditions under which our wage-earning children find employment, and to show what opportunities they have for preparing themselves to intelligently exercise the duties of active citizenship.

This work can only be satisfactorily accomplished through the hearty coöperation of employers, and the Commissioner hopes that the inclosed blank (even if it involves some personal inconvenience) will be fully filled out and promptly returned.

Very respectfully,

FRANK H. BETTON, *Commissioner*.

1. Name of firm or company, —.
2. In town of —.
3. Kind of business carried on, —.
4. How many employés have you under 12 years of age? Boys, —; girls, —.
Total, —. How many employés have you between 12 and 15 years of age? Boys, —; girls, —. Total, —.
5. Give occupation of boys employed, —. Give occupation of girls employed, —.
6. How many hours do they work per day? —.
7. Wages per week: Boys $\left\{ \begin{array}{l} \text{average, —;} \\ \text{highest, —;} \\ \text{lowest, —;} \end{array} \right.$ Girls $\left\{ \begin{array}{l} \text{average, —;} \\ \text{highest, —;} \\ \text{lowest, —;} \end{array} \right.$
8. How many of such employés have worked one year? —. Two years? —. Three years? —. Four years? —.
9. Give age of youngest boy or girl now in your employ: — years; and length of time employed: — years.
10. How many employés under 15 years of age can write? —
11. How many employés under 15 years of age can read printed matter? —
12. How many employés under 15 years of age can read manuscript? —
13. How many of such employés have attended day school more than one year? —; more than two years? —; more than three years? —; more than four years? —.
14. How many have attended public school in the past year? —. How many have attended night school in the past year? —

15. Give average length of time of school attendance in past year: —

16. How much time is allowed for dinner? — minutes. At what hour does work commence? — A.M. Cease? — P.M.

17. How many of your employés under 15 years of age have been absent from work during the past year on account of sickness? —. How many of such employés have been absent from work once a month on account of sickness? —; once in two months? —; once in three months? —.

18. Are you in favor of a compulsory-education law? —.

19. Are you in favor of a law prohibiting the employment of children under 15 years of age? —.

20. Have you any apprentices indentured under the apprenticeship law? —. Are you in favor of an apprentice law? —.

TABLE NO. 2.

EMPLOYERS' RETURNS showing number and occupations of children over twelve and under fifteen years of age employed in the various industries reporting.

Industries.	Branch of industry.	NO. EM- PLOYED.	
		Boys.	Girls.
Brick making.....	Taking brick from machine.....	2	...
" ".....	Trucking and hacking brick, and running dry presses.....	10	...
" ".....	Offbearing brick.....	2	...
Broom factory.....	Sewing brooms, etc.....	2	...
Canning factory.....	Shelling peas and husking corn.....	25	25
" ".....	Not stated.....	5	30
Car building.....	Errand boy.....	1	...
Carriage factory.....	Painting.....	1	...
Coal mine.....	Digging coal with their fathers.....	2	...
" ".....	Tender at top of shaft.....	1	...
" ".....	Trapping (door tending in mine).....	25	...
" ".....	Mining, and wheeling out coal.....	64	...
" ".....	" " " ".....	6	...
" ".....	" " " ".....	8	...
" ".....	" " " ".....	18	...
" ".....	" " " ".....	7	...
" ".....	" " " ".....	22	...
" ".....	Mining and trapping.....	14	...
" ".....	Filling cars for their fathers.....	10	...
" ".....	Mining (helping parents).....	30	...
" ".....	Mining coal.....	3	...
" ".....	Two trapping, two mining.....	4	...
" ".....	Mining and trapping.....	16	...
Foundry and machine shop.....	One machinist, one moulder.....	2	...
Knitting factory.....	Sundry work in factory.....	1	...
Packing house.....	Office boys, messengers, helpers, etc.....	24	...
" ".....	Errand boys.....	10	...
" ".....	Door boys.....	10	...
" ".....	Wiping and covering cans.....	125	...
" ".....	Wiping cans.....	...	4
Planing mill.....	Box-nailers.....	2	...
Printing and binding.....	Errand boys.....	2	...
" ".....	Errand boys and apprentices.....	5	...
Stock yards.....	Driving hogs off scales.....	5	...
Totals.....	.....	464	59

From the table it will be seen that twelve different occupations are represented, and that 464 boys and 59 girls — a total of 523 — are employed. Of these, the larger number are engaged in coal mining, the list standing as follows:

TABLE NO. 4.

EMPLOYERS' RETURNS showing commencement and cessation of day's work, time allowed for dinner, number of hours worked, and the number who were absent from work on account of sickness during the past year.

<i>Industries.</i>	No. of children reported.....	Work commences, a. m.....	Work ceases, p. m.....	Time allowed for dinner, min....	Hours worked..	No. absent from work acc. sickness past year..
Brick manufacturing.....	2	7	6	60	10	1
" "	10	7	5½	30	10	4
" "	2	7	4	60	8	...
Broom manufacturing.....	2	7	6	60	10	...
Canning factory.....	50	7	6	*	...	...
" "	35	7	6	60	10	...
Car factory.....	1	7	...	60	10	...
Carriage builders	1	7	6	60	10	...
Coal mining.....	2	7	5	30	9½	...
" "	1	7	5	60	9	...
" "	25	7	5	30	9½	5
" "	64	7	5	60	9	11
" "	6	7	5	60	9	...
" "	8	7	5	60	9	...
" "	18	7	5	60	9	7
" "	7	7	5	60	9	...
" "	22	7	5	60	9	...
" "	14	7	5	30	9½	...
" "	10	7	4½	60	8½	...
" "	30	7	5½	60	9½	...
" "	3	7	5	90	8½	...
" "	4	7	5½	60	9½	1
" "	16	7	5	30	9½	...
Foundry.....	2	7	6	60	10	1
Knitting factory.....	1	7	6	60	10	...
Packing beef and pork	24	7½	5½	30	9½	...
" "	10	7	5½	60	9	...
" "	10	7	5½	30	10	2
" "	129	7	5½	30	10	...
Planing mill	2	7	6	50	10½	...
Printing and binding.....	2	7	6	60	10	...
" "	5	7	6	60	10	...
Stock yards.....	5	7	4	†	9	...

* Take their own time for dinner.

† Eat dinner when they can find time.

TABLE I.

RECAPITULATION, showing number establishments reporting, number employed, and average hours worked per day.

<i>Industries.</i>	<i>Number estab- lishments....</i>	<i>NO. REPORTED.</i>			<i>Hours per day, average.....</i>
		<i>Boys</i>	<i>Girls</i>	<i>Total</i>	
Brick manufactories.....	3	14	.....	14	9.3
Broom factory.....	1	2	.....	2	10.0
Canning factories.....	2	30	55	85	10.0
Car factory.....	1	1	.....	1	10.0
Carriage factory.....	1	1	.....	1	10.0
Coal-mine operators.....	15	230	.....	230	8.3
Foundry and machine shop.....	1	2	.....	2	10.0
Knitting factory.....	1	1	.....	1	10.0
Packing houses.....	4	169	4	173	10.0
Planing mill.....	1	2	.....	2	10.0
Printing and binding.....	2	7	.....	7	* 10.0
Stock yards.....	1	5	.....	5	9.0
Totals and average.....	33	464	59	523	9.7

* One failed to report.

I have omitted the 3 who only averaged \$1.25 from this estimate, as it is not in harmony with the reports from neighboring mines, and may include board, or short time. If all the coal operators, reporting the highest and lowest wages paid boys, had given the average also, these figures would probably have been larger, as the table shows, in the cases of those employers not stating the average, a higher range than does those reporting this item. The average of 24 boys employed in the packing-houses was \$6; of 125, \$4; and of 10, \$3.65; a general average for the 159 of \$4.28.

In the other industries included in the table, the average is, as a rule, clearly shown, and does not require a repetition. Taking the table as a whole, the highest weekly wages are paid in a brick yard (\$9), and the lowest in a canning-factory (\$2); but in the latter case the employer states that the work was not regular.

Omitting the canning factories, where the work is irregular, and the three boys working in a coal mine for \$1.25 per week, 16 establishments give the average wages paid. These establishments employed 257 boys, and paid them an aggregate of \$1,160 in weekly wages. This gives an average of \$4.51 to each boy.

TABLE NO. 6.

EMPLOYERS' RETURNS showing the number of children under fifteen years of age employed for one, two, three and four years, age of youngest employé, and length of time employed.

<i>Industries.</i>	<i>Total number reported</i>	<i>Employed 1 year</i>	<i>Employed 2 years</i>	<i>Employed 3 years</i>	<i>Employed 4 years</i>	<i>Age of youngest employé</i>	<i>Years youngest employed worked</i>
Brick manufacturing*	2	2				13	$\frac{1}{2}$
" " *	10	5	3	1	1	13	1
" " *	2				2	13	1
Broom manufacturing	2					14	
Canning factory	50					12	
Car factory	1	1					
Carriage manufactory	1	1				14	
Coal mining	2					13	$\frac{1}{2}$
" " "	1					14	$\frac{1}{2}$
" " "	25	15	10			12	$\frac{1}{2}$
" " "	64	10	15	8	1	12	
" " "	6	1			1	12	1
" " "	8	5		3		12	
" " "	18	7	8	2	1	12	$\frac{1}{2}$
" " "	7	2	2	1	2	12	1
" " "	22	6	10	2		12	$\frac{1}{2}$
" " "	14					13	
" " "	10	5	3	2		13	1
" " "	30					12	$\frac{1}{2}$
" " "						13	
" " "	3					13	1
" " "	4	1	1			12	
" " "	16					13	$\frac{1}{2}$
Foundry and machine shop	2	1				12	
Knitting cotton and woolen hosiery	1		1			13	2
Packing house	24	11	5			12	1
" " "	10					12	$\frac{1}{2}$
" " "	129					14	
Planing mill	2					14	$\frac{1}{2}$
Printing and binding books	2					12	
" " "	5		3			12	1
Stock yards	5	2	3			13	2
Totals and averages	478	75	65	23	8	12.7	$\frac{1}{4}$

* Employed during season.

Reports from 32 establishments—one failed to give number employed—employing 478 children under 15 years of age, are embraced in the foregoing table. Of the whole number reported (478), “years employed” are given for 171 (35.77 per cent.), and 31 establishments report the age of the youngest employé. Three brick manufacturers furnished work during the “season” to 14 boys; 7 had worked one season, 3 two seasons, 1 three seasons, and 3 four seasons; the youngest in each case was 13 years of age, 2 of whom had worked one season each, and 1 six months. In a broom factory, 2 were employed—the youngest being 14 years of age. A canning factory employed 50—25 boys and 25 girls; the youngest was 12 years old. A stock-car company had employed one boy for a year. A carriage manufactory had also employed a boy for a year, who was 14 years of age. Reports from 16 coal mines show 230 boys employed over 12 and under 15; 52 had worked one year, 50 two years, 22 three years, and 5 four years; 101 were not accounted for. Of the 16 mines reporting, 9 of them give the age of the youngest employé at 12 years; 6 as 13 years and 1 as 14 years; 1 had worked one month, 2 three months, 4 six months, and 3 one year; the time worked by 6 not stated. A foundry and machine shop employed 2 boys—1 for one year; the youngest was 12 years of age, and had worked three months. A knitting factory had employed a boy for two years, who was 13 years of age. Three packing houses gave employment to 163 children; 11 had worked one, and 5 two years; the time worked by 147 is not given; 2 report the age of the youngest employé as 12 years, and 1 as 14 years; 1 of these children had worked one year, 1 eight months—time of the third not stated. In a planing mill 2 boys were employed, the youngest of whom was 14, and he had worked one month. In two book printing and binding establishments 7 were employed, 3 for two years, and the time of 4 not stated; the youngest employed in each case was 12 years old—1 of them had worked one year. Five were employed by a stock-yards company; 2 had worked one year, and 3 two years; the youngest was 13 years old, and had been at work two years.

Of the number classified (171), 43.86 per cent. had been at work one year, 38.01 two years, 13.45 three years, and 4.68 four years. Average age of “youngest employé” 12.7 years, and average time employed a fraction over nine months. Fifteen of the youngest employés are now only 12 years of age, and have worked from three to twelve months, thus indicating that most if not all of these children had commenced work before they had reached the age of 12.

TABLE NO. 7.

EMPLOYERS' RETURNS showing the number of years employes under fifteen years of age have attended school, also the number who attended day or night school, and average months' attendance during the past year.

<i>Industries.</i>	Total number re- ported.....	No. attended school one year.....	No. attended school two years.....	No. attended school three years.....	No. attended school four years.....	No. attended school past year.....	No. attended night school past year....	At. monthly attend- ance past year.....
Brick manufacturing.....	2				2	2		5
" " " "	10				10			6
" " " "	2				2	2		8
Broom manufacturing.....	2				2	2		8
Canning factory *.....	50							3
Car factory.....	1	1				1		
Carriage factory.....	1				1			
Coal mining.....	2			2		2		9
" " " "	1				1	1		2
" " " "	25	7	5	5	8	25		3
" " " "	64	2	6	12	40	53	15	
" " " "	6			3	3	6	3	
" " " "	8			3	5	7	1	
" " " "	18	3	2	2	11	12	4	
" " " "	7			2	5	6	1	
" " " "	22			12	10	20	4	
" " " "	14	14				14	10	3
" " " "	10	10				10		3
" " " "	30					30		3
" " " "	3			3		3		8
" " " "	4	1	2	1		2		3
" " " "	16	16				16		3
Foundry.....	2				2	1		8
Knitting factory.....	1				1	1		8
Packing beef and pork.....	24					12		
" " " "	10	2		2	6	8		7
Planing mill.....	2				2	2		
Totals and averages.....	337	56	15	47	111	238	38	5.3
Per cent. of total number reported.....		16.62	4.45	13.95	32.94	70.62	11.27	

*All work is done during school vacation, mostly by scholars.

Ten different industries, employing 337 children, report 229 (67.96 per cent.) as having attended school from one to four years, 238 (70.62 per cent.) attending the past year in daytime; and 38 (11.27 per cent.) at night—an average of $5\frac{3}{10}$ months each. Fourteen, who were employed by the three brick yards attended four years each; 4 went the past year; an average of $5\frac{1}{2}$ months each. Two, working in a broom factory, went to school four years each, and averaged eight months' attendance during the past year. One canning factory reports 50 employés, but gives no information in regard to the time they attended school, and says, "All our work is done during vacation, mostly by scholars;" the average time of attendance during the past year is placed at seven to eight months "for those who went." A car factory reports 1 who went to school one year, and attended three months during the past year. A carriage manufacturer also reports 1 who went to school four years. Fifteen coal mines employed 230 children, 53 having attended school one year, 15 two years, 45 three years, and 83 four years; the attendance of 207 last year averaged $4\frac{1}{5}$ months. A foundry reported 2 who went four years, and 1 attended eight months the past year. One youth, employed in a knitting factory, attended school four years, and the past year eight months. Two

RECAPITULATION — CONCLUDED.

<i>Industries.</i>	<i>No. establishments.</i>	<i>No. employed.</i>	<i>Can write.</i>	<i>Read print.</i>	<i>Read manu- script.</i>
Knitting factory	1	1	1	1	1
Packing houses	3	163	119	163	87
Planing mill	1	2	2	2	2
Printing and binding establishments	2	7	7	7	7
Stock yards	1	5	5	5	5
Totals	30	428	349	419	300

Thirty of the 33 establishments reporting, furnishing employment to 428 out of the 523 children, are embraced in the foregoing returns; 369 (83.87 per cent.) can write, 399 (93.22 per cent.) can read print, and 300 (70.09 per cent.) can read manuscript. All are able to read and write except those employed in the coal mines and the packing-houses—15 of the former and 44 of the latter being unable to read or write.

TABLE NO. 9.*

EMPLOYERS' RETURNS showing those employers for and those against a compulsory-education law, prohibiting children under fifteen years of age from laboring, and for and against an apprenticeship law.

[illegible]

* For explanation of reference marks in Table No. 9, see analysis immediately following.

TABLE NO. 9*—CONCLUDED.

Industries.	Compulsory education.		Prohibiting child labor.		Apprenticeship law.	
	For.....	Against.	For.....	Against.	For.....	Against.
Confectioner.....	1		1			
Cornice manufacturer.....	1		1		1	
.....	1			1	1	
Foundry.....	1		1			
.....	1		1			1
Knitting factory.....	1			1		1
Laundry.....	1			1		
Mercantile.....		⁸ 1				⁹ 1
.....	1		1		1	
Milling, flour.....	1			¹⁰ 1		1
Packing house.....	1		1			1
.....	1			¹¹ 1	¹²	
.....	1		1		¹³ 1	
.....	1		1			2
Planing mill.....		1		1		1
Plow manufacturer.....	¹⁴ 1			1	1	
Printing and binding.....	1			1	1	
.....	1			¹⁵ 1	1	
.....	1		1		1	
.....	1			1	1	
Stock-yard company.....	1			1	1	
Sash and door company.....	1		1			
Tailoring, merchant.....	1		1		1	
Zinc mining.....	1		1		1	
Zinc smelter.....	1			¹⁶ 1	1	
Totals.....	53	4	26	31	29	20

*For explanation of reference marks in Table No. 9, see analysis immediately following.

In the foregoing table, responses from 58 employers are recorded in reference to "compulsory education" and "prohibiting child labor," and 49 in regard to an "apprenticeship law." Fifty-three answers favor compulsory education; a coal-mine operator³ says, "I would offer every inducement, but no force;" and a plow manufacturer¹⁴ adds, "to the extent of reading and writing, at least;" one has nothing to say on the subject. Four are recorded as opposed to compulsory education; one, a merchant,⁸ says "too many laws now." Twenty-six are in favor of a law to prohibit the employment of children under 16 years of age; a brick manufacturer¹ would have the law apply only to "workshops and factories;" another,⁶ a coal-mine operator, does not record his opinion, but says "it depends on circumstances." Thirty-one are recorded as against such a law; but one, a canning-factory operator,² says "not for light work;" a coal-mine operator⁴ "thinks it all right to let them start at 12;" a flour-mill proprietor¹⁰ would not be opposed "under proper circumstances of time and labor;" the proprietor of a book-publishing concern¹⁵ "believes a boy should learn a trade, and commence when he reaches high school, as I did, and my boy did at the age of 14;" a zinc smelter¹⁶ would not be opposed to the law "under favorable circumstances." Twenty-nine favor an apprenticeship law, two coal-mine operators⁵ are "indifferent;" another,⁷ says in regard to such a law, "if properly carried out, on moral and physical conditions I believe it would be a benefit to all concerned, but the system might be an injury if not properly conducted;" a proprietor of a packing house¹² evades an answer, but says "we favor a law to secure proper train-

ing to all youths desiring to learn trades;" another, in the same business,¹³ in addition to his answer in the affirmative specifies "for a term of three years." Twenty answers are against an apprenticeship law, and a merchant⁹ gives as a reason that "such laws do more harm than good."

TABLE NO. 10.

EMPLOYÉES' RETURNS.—Showing age, length of employment, hours worked per week, and condition of health.

Office number.	Years of age.		Months employed.	Work.														Total duration, weeks.
	At present.	When began work.		Hours per week.						Required by parents.	Effect on health.		Caused sickness.					
				Daytime.		Total.	Over-time.		Aggregate.		Improved.	Injured.	Number of times.	Character of.				
				Begins, A.M.	Ceases, P.M.		Hours.	Day.							Night.	Total.		
BOOKBINDER APPRENTICE.																		
1	17	12	60	7	6	10	60	....	....	....	60	.....	1	.....	1	Stomach.....	2
BOOTBLACKS.																		
1	11	10	8	6	7	12	72	....	2	2	74	No.	.....	.....	1	Cold	2
2	13	12	8	7	6	10	60	....	2	8	68	Yes.	.....	.....	.....	.....	.....
3	14	13	4	5½	7	12½	75	....	2	4	79	No.	.....	.....	2	Malaria.....	8
4	14	12	24	6½	8	12½	75	....	....	....	75	No.	.....	.....	.....	.....	.....
5	12	9	34	7½	7	10½	65	....	....	....	65	Yes.	.....	.....	.....	.....	.....
6	12	9	36	6½	8	12½	75	....	....	....	75	No.	.....	.....	.....	.....	.....
7	13	11	24	8	7	10	60	....	2	2	62	Yes.	.....	.....	1	Malaria.....	2
8	11	10	6	5	8	14	84	....	....	....	84	Yes.	.....	.....	.....	.....	.....
9	12	9	11	8	7	10	60	....	8½	34	94	Yes.	.....	.....	2	Cold	5
CASH GIRLS.																		
1	13	11	18	8	7½	10½	63	....	....	....	63	Yes.	.....	.....	.....	.....	.....
2	12	10	16	7½	7	11	66	....	2	2	68	Yes.	.....	.....	.....	.....	.....
3	9½	9	6	7	7½	9½	57	....	2	2	59	Yes.	.....	.....	2	Chills	2
4	14	12	24	7½	7	11	66	....	3	3	69	Yes.	.....	.....	.....	.....	.....
5	14	13	12	7½	7	11	66	....	3	3	69	Yes.	.....	.....	.....	.....	.....
6	11	10	12	7½	7	11	66	....	3	3	69	Yes.	.....	.....	1	Fever	2
7	12	11	12	7½	7	11	66	....	3	3	69	Yes.	.....	.....	.....	.....	.....
8	13	11	14	7½	7	11	66	....	3	3	69	Yes.	.....	.....	.....	.....	.....
9	13	10	27	7½	7	11	66	....	3	3	69	Yes.	.....	.....	.....	.....	.....
CLERKS—RAILROAD OFFICES.																		
1	16	15	12	8	6	9	54	....	3	3	57	Yes.	.....	.....	.....	.....	.....
2	15	14	12	8	5½	8½	51	....	3	3	54	.....	.....	.....	.....	.....	.....
DRESSMAKER APPRENTICES.																		
1	16	15	12	8	6	9	54	....	3	1½	55½	Yes.	.....	.....	.....	.....	.....
2	15½	15	6	8	6	9	54	....	3	1½	55½	.....	.....	.....	.....	.....	.....
ELEVATOR BOYS.																		
1	15	14	12	8	7	10	60	....	....	....	60	Yes.	.....	.....	.....	.....	.....
2	14	13½	6	8	6	9	54	....	3	3	57	.....	.....	.....	.....	.....	.....
3	12	11½	3	7½	6	9½	57	....	....	....	57	Yes.	.....	.....	.....	.....	.....
ERRAND BOYS.																		
1	12	11½	3	7	6	10	60	2	....	2	62	Yes.	.....	.....	.....	.....	.....
2	13	12½	6	8	5	8	48	....	....	....	48	Yes.	.....	.....	.....	.....	.....
3	15	14	12	7	5½	9½	57	....	1½	1½	58½	.....	.....	.....	.....	.....	.....
4	15	14	12	7	6	10	60	....	....	....	60	.....	.....	.....	.....	.....	.....
5	14	13½	6	7	5	9	54	....	....	....	54	.....	.....	.....	.....	.....	.....
6	14	12½	14	7	5	9	54	....	1	1	55	Yes.	.....	.....	.....	.....	.....

TABLE NO. 10 — CONTINUED.

Office number.	Years of age.		Months employed.	Work.														
	At present.	When began work.		Hours per week.							Required by parents.	Effect on health.		Caused sickness.				
				Daytime.			Total.	Over-time.		Aggregate.		Improved.	Injured.	Number of times.	Character of.	Total duration, weeks.		
				Begin, A. M.	Ceases, P. M.	Hours.		Day.	Night.								Total.	
FOUNDRY BOYS.																		
1	16	15	12	7	5½	9½	57	.....	.....	57	Yes.	.....	.....	.....	.....	.....	.....	.....
2	15	14	12	7	5	9	54	.....	.....	54	Yes.	.....	.....	.....	.....	.....	.....	.....
3	14	13½	6	7	5	9	54	.....	.....	54	Yes.	.....	.....	.....	.....	.....	.....	.....
4	15	14	12	7	5	9	54	.....	.....	54	Yes.	.....	.....	.....	.....	.....	.....	.....
5	14	13	12	7	5	9	54	.....	.....	54	Yes.	.....	.....	.....	.....	.....	.....	.....
6	14	13	12	7	5	9	54	.....	.....	54	Yes.	.....	.....	.....	.....	.....	.....	.....
7	14	13	12	7	5	9	54	.....	.....	54	Yes.	.....	.....	.....	.....	.....	.....	.....
8	15	13½	17	7	5	9	54	.....	.....	54	Yes.	.....	.....	.....	1	Fever.	.....	3
9	13	12½	6	7	5	9	54	.....	.....	54	Yes.	.....	.....	.....	.....	.....	.....	.....
HARNESSEMAKER APPRENTICE.																		
1	16	15	12	7	6	10	60	.....	.....	60	Yes.	.....	.....	.....	.....	.....	.....	.....
HERDER.																		
1	14	11	20	5½	7½	14	98	.....	.....	98	Yes.	.....	.....	.....	.....	.....	.....	.....
JANITOR, ASSISTANT.																		
1	16	14	16	7	5	9	54	1	.....	1	55	.....	.....	.....	.....	.....	.....	.....
MACHINE-SHOP BOYS.																		
1	15	13	23	7	6	10	60	.....	.....	60	Yes.	.....	1	2	Malaria.	.....	.....	5
2	15	14	12	7	6	10	60	.....	.....	60	Yes.	.....	.....	.....	.....	.....	.....	.....
3	15	14	12	7	6	10	60	.....	.....	60	Yes.	.....	.....	.....	.....	.....	.....	.....
4	16	15	12	7	6	10	60	.....	.....	60	Yes.	.....	.....	.....	.....	.....	.....	.....
5	15½	15	6	7	6	10	60	.....	.....	60	Yes.	.....	.....	.....	.....	.....	.....	.....
MESSENGER BOYS.																		
1	14	13½	6	9	8	10	60	.....	1	1	61	.....	.....	.....	.....	.....	.....	.....
2	14	13	12	9	8	10	60	.....	1	1	61	Yes.	.....	.....	.....	.....	.....	.....
3	12	11½	6	9	8	10	60	.....	1	1	61	.....	.....	.....	.....	.....	.....	.....
4	13	12½	6	9	8	10	60	.....	1	1	61	Yes.	.....	.....	1	Malaria.	.....	½
5	14	13½	3	9	8	10	60	.....	1	1	61	.....	.....	.....	.....	.....	.....	.....
6	14	12½	11½	9	8	10	60	.....	1	1	61	Yes.	.....	.....	1	Malaria.	.....	2
7	13	12½	6	9	8	10	60	.....	1	1	61	Yes.	.....	.....	.....	.....	.....	.....
8	13½	13	6	9	8	10	60	.....	1	1	61	.....	1	.....	.....	.....	.....	.....
9	15	13	17	9	8	10	60	.....	1	1	61	Yes.	.....	.....	1	Fever.	.....	4
10	12	11½	6	9	8	10	60	.....	1	1	61	Yes.	.....	.....	.....	.....	.....	.....
11	14	13	9	9	8	10	60	.....	1	1	61	Yes.	.....	.....	.....	.....	.....	.....
12	14	13	12	8	8	11	66	.....	.....	.....	66	.....	.....	.....	.....	.....	.....	.....
13	13	12½	6	8	8	11	66	.....	.....	.....	66	Yes.	.....	.....	.....	.....	.....	.....
14	15	13	24	7	6	10	60	.....	.....	.....	60	.....	1	.....	1	Measles.	.....	1
15	15	13	13	8	7	10	60	.....	.....	.....	60	Yes.	.....	.....	1	Fever.	.....	3
MESSENGER BOYS — WESTERN UNION TELEGRAPH.																		
1	13	11	24	10	11	12	72	.....	2	6	78	Yes.	.....	.....	.....	.....	.....	.....
2	15	10	58	7½	7½	11	63	4	4	12	75	Yes.	.....	.....	.....	.....	.....	.....
3	13	10	33	7½	7½	11	63	4	4	12	75	Yes.	.....	.....	.....	.....	.....	.....
4	16	11	59	7½	6	9½	57	.....	1	2	59	No.	1	.....	2	{ Accid't and } grippe. }	.....	4
5	13	11	24	7½	6	9½	57	.....	2	6	63	Yes.	.....	.....	.....	.....	.....	.....
6	14	13	12	7	5	9	54	.....	.....	.....	54	.....	.....	.....	.....	.....	.....	.....
MILLINER APPRENTICE.																		
1	15	14½	4	7	6	10	60	.....	1	6	66	.....	.....	.....	.....	.....	.....	.....

TABLE NO. 10 — CONTINUED.

Office number.	Years of age.		Months employed.	Work.												Total duration, weeks.
	At present	When began work.		Hours per week.				Aggregate	Required by parents	Effect on health.		Caused sickness.				
				Daytime.	Total	Over-time.				Improved.	Injured.	Number of times.	Character of.			
						Ceases, P. M.	Hours.							Night.	Day.	
MINE BOYS.																
1	15	14	10	6	4	9	54	54	Yes.							
2	14	11	36	6	4	9	54	54	Yes.							
3	12	11	3	6	4	9	54	44	Yes.							
4	16	10	66	6	4	9	54	54	Yes.							
5	14	12	11	6	4	9	54	54	Yes.							
6	14	12	24	6	4	9	54	54	Yes.							
7	17	13	48	6	9	14	84	84	Yes.							
8	16	9	66	6	4	9	54	54	No.			1	Malaria		3	
9	14	11	28	6	4	9	54	54	Yes.		1	5	Fever		2	
10	13	12	6	7	5	9	54	54	Yes.		1	3	Chills			
11	15	13	10	7	4	8	48	48	Yes.							
12	15	11	30	7	4	8	48	48	Yes.							
13	18	11	81	7	5	9	54	54	Yes.			2	Chills			
14	17	11	52	7	5	9	54	54	Yes.			4	Pneumonia		8	
15	17	11	54	7	5	9	54	54	Yes.				Ague			
16	13	12	4	7	4	8	48	48	Yes.							
17	13	11	21	7	5	9	54	54	Yes.							
18	13	12	3	7	7	11	66	66	Yes.							
19	15	11	45	7	4	8	48	48	Yes.							
20	16	10	52	7	5	9	54	54	Yes.							
21	14	12	15	7	5	9	54	54	Yes.							
22	14	10	3	7	5	9	54	54	Yes.							
23	15	12	24	7	6	10	60	60	Yes.							
24	14	12	15	7	5	9	54	54	Yes.							
25	15	10	40	6½	5½	10	60	60	Yes.							
26	15	13	28	7	5	9	54	54	Yes.							
27	13	12	9	7	5	9	54	54	Yes.							
28	14	13	12	7	5½	9½	57	57	Yes.							
29	11	.....	.....	7	5½	9½	57	57	Yes.							
30	16	12	43½	7	5½	9½	57	57	Yes.							
31	13	11	20	7	5½	9½	57	57	Yes.							
32	14	12	20	7	5½	9½	57	57	Yes.							
OFFICE BOYS.																
1	13	12	12	8	5	8	48	48	.....						
2	14	13	12	8	5	8	48	48	.....						
3	16	14	16	7	7	11	66	66	Yes.							
4	15	13½	11	7	6	10	60	60	Yes.			1	Fever		4	
5	14	13	9	8	6	9	54	54	.....						
6	13	12	12	8	5	8	48	48	Yes.			1				
PACKING-HOUSE BOYS.																
1	13	12½	6	7	6	10	60	60	Yes.							
2	15	13	23	7	6	10	60	60	Yes.			2	Chills		5	
3	14	13½	2	7	6	10	60	60	.....						
4	14	13	12	7	6	10	60	60	Yes.			1	Chills		2	
5	13	12½	6	7	5½	9½	57	57	Yes.							
6	14	13	12	7	5½	9½	57	57	Yes.							
7	13	12	12	7	5½	9½	57	57	Yes.							
8	15	14	12	7	5½	9½	57	57	Yes.							
9	14	12½	6	7	5½	9½	57	57	Yes.							
10	13	12½	6	7	5½	9½	57	57	Yes.							
11	12	11½	3	7	5½	9½	57	57	Yes.							
12	17	13	38	7	5½	9½	57	57	.....						
13	14	13	2	7	5½	9½	57	57	Yes.			3	Malaria		8	
14	16	13	27½	7	5½	9½	57	57	Yes.			1	Malaria		2	
15	15	12	31½	7	5½	9½	57	57	Yes.			1	Fever		2	
16	14	12	23	7	5½	9½	57	57	Yes.			1	Fever		2	
17	15	13	23½	7	5½	9½	57	57	Yes.			1	Accident		4	
18	13	12½	6	7	5½	9½	57	57	Yes.				Ague		2	
19	13	12	12	7	5½	9½	57	57	Yes.							
20	14	13	12	7	5½	9½	57	57	Yes.							
21	16	14	17	7	6	10	60	60	.....			1	Fever		4	
22	14	12	20	7	6	10	60	60	.....						
23	14	13	7½	7	6	10	60	60	Yes.			1	Malaria			

TABLE NO. 10—CONCLUDED.

Office number.	Years of age.		Months employed.	Work.														Total duration weeks.
	At present.	When began work.		Hours per week.					Required by parents.	Effect on health.		Caused sickness.						
				Daytime.		Total.	Over-time.			Aggregate.	Improved.	Injured.	Number of times.	Character of.				
				Begins, A. M.	Ceases, P. M.		Day.	Night.							Total.			
PACKING-HOUSE BOYS—concluded.																		
24	15	14	12	7	6	10	60	60	Yes.
25	16	14	16	7	6	10	60	60
26	15	14	11	7	6	10	60	.....	.....	60	.....	.....	.....	1	Malaria	.....	4
27	14	12½	18	7	5½	9	57	57	Yes.
28	15	14	12	7	5½	9	57	57	Yes.
29	13	11	23	7	5	9	57	.....	.....	57	Yes.	.....	.....	1	Fever	.....	4
30	14	12	23	7	5½	9	57	.....	.....	57	Yes.	.....	1	2	Malaria	.....	4
31	16	13	32	7	5½	9	57	.....	.....	57	.....	.....	.....	1	Accident	.....	2
PACKING-HOUSE GIRLS.																		
1	14	13	12	7	6	10	60	60
2	15	14	12	7	6	10	60	.....	.....	60	Yes.	.....	1	1	Headache	.....	1
3	15	14	12	7	6	10	60	.....	.....	60	Yes.	.....	.....	1	Chills	.....	2
4	14	13	12	7	6	10	60	.....	.....	60	Yes.	.....	1	1	Fever	.....	3
5	15	14	10	7	6	10	60	.....	.....	60	Yes.	.....	.....	2	Chills	.....	8
PAPER CARRIERS.																		
1	12	11	8	4*	6	2	12	2	1	3	15	No.	.....	1	Cold	.....	2
2	13	12	4	4*	6	2	12	.....	.....	.....	12	No.	.....	.....	.....	.....	.....
3	12	11½	6	4*	7	2	15	.....	.....	.....	15	No.	.....	.....	.....	.....	.....
4	14	12	7	4½*	8	3	21½	2	1	3	24½	No.	.....	1	Malaria	.....	4
5	11	10½	3	4½*	6	2	15	.....	2	2	17	No.	.....	.....	.....	.....	.....
6	13	12	8	4½*	6½	2	12	.....	2	2	14	Yes.	.....	.....	.....	.....	.....
7	15	12	20	5½†	7	6	39	.....	2	2	41	Yes.	.....	1	Fever	.....	2
8	13	12	12	5½†	8	13	81	.....	1	2	83	No.	.....	.....	.....	.....	.....
9	15	14	3½	5½†	8	13	81	.....	1	1	82	No.	.....	1	Chills	.....	2
10	12	11½	3	4½*	7	2	15	.....	.....	.....	15	No.	.....	.....	.....	.....	.....
11	12	11½	6	5½†	7½†	3	18	.....	.....	.....	18	Yes.	.....	.....	.....	.....	.....
12	11	10½	3	4½*	7	2	15	.....	.....	.....	15	Yes.	.....	.....	.....	.....	.....
13	14	13	8	4½*	7	13½	81	.....	.....	.....	81	No.	.....	.....	.....	.....	.....
PLUMBER APPRENTICE.																		
1	15	14½	6	7	6	10	60	.....	.....	60	Yes.	.....	.....	1	Chill	.....	1
PRINTER APPRENTICES.																		
1	16	15	12	7	6	10	60	60
2	15	14	12	4*	4†	11	66	66
3	11	10	12	7	6	10	60	60	Yes.
4	16	14	24	7	6	10	60	60	Yes.
SOAP-FACTORY BOYS.																		
1	15	14	5	7	6	10	60	.....	.....	60	.....	.....	1	1	Malaria	.....	4
2	13	12½	6	7	6	10	60	60	Yes.
3	14	13	7½	7	6	10	60	.....	.....	60	Yes.	.....	.....	1	Malaria	.....	2
4	13	12½	6	7	6	10	60	60	Yes.
STORE BOYS.																		
1	15	14	12	7	8	12	60	.....	1	1	61	No.	.....	.....	.....	.....	.....
2	14	13	12	8	6	9	54	.....	2	2	56	No.	.....	.....	.....	.....	.....
3	13	12½	6	7	9	13	78	.....	.....	.....	78	Yes.	.....	.....	.....	.....	.....
4	15	14	12	7	8	12	72	.....	1	1	79	No.	.....	.....	.....	.....	.....
5	14	13	12	7½	6½	9	58½	.....	.....	.....	58½	Yes.	.....	.....	.....	.....	.....
6	15	14	12	6½	8	12½	75	.....	.....	.....	75	No.	.....	.....	.....	.....	.....
7	14	13	9	6½	7½	12	72	.....	2	2	74	Yes.	.....	.....	.....	.....	.....
8	16	15	12	8	8	11	66	.....	.....	.....	66	No.	.....	.....	.....	.....	.....
9	13	12	12	6½	8	12½	75	.....	.....	.....	75	Yes.	.....	.....	.....	.....	.....
WATER BOYS.																		
1	14	13	6	7	6	10	60	60	Yes.
2	14	12	12	7	6	10	60	.....	.....	60	Yes.	.....	.....	2	Chills	.....	4

* P. M. † A. M.

TABLE NO. 11.
EMPLOYÉES RETURNS—Age, nationality of parents, weekly earnings, etc.

Office number.....	Work.								Parents.						Father's occupation.
	Weekly earnings.		No. youths at same place.		Profane language used.	Apprentices.		Living.		Nationality.					
										Father.		Mother.			
	Amount.....	Per cent. given to parents...	Boys.....	Girls.....	Boss to employes.....	By fellow employes.....	Indentured.....	Time, years.....	Father.....	Mother.....	Native.....	Foreign.....	Native.....	Foreign.....	
BOOKBINDER APPRENTICE.															
1	\$4 00	100	5	.....	1	1	.....	.....	1	1	1	....	1	....	Lawyer.
BOOTBLACKS.															
1	\$2 00	50	.....	.....	.....	.....	.....	.....	1	1	1	....	1	....	Laborer.
2	3 75	50	.....	.....	.....	.....	.....	.....	1	1	1	....	1	....	Laborer.
3	4 50	50	* 16	.....	.....	.....	.....	.....	1	1	1	....	1	....	Mechanic.
4	3 00	100	.....	.....	.....	1	.....	.....	1	1	....	1	....	1	Mechanic.
5	3 00	100	.....	.....	.....	.....	.....	.....	1	1	....	1	....	1	Mechanic.
6	.....	100	.....	.....	.....	1	.....	.....	1	1	....	1	....	1	Laborer.
7	3 00	100	.....	.....	.....	.....	.....	.....	1	1	1	....	1	....	Laborer.
8	4 00	100	.....	.....	.....	.....	.....	.....	1	1	1	....	1	....	Laborer.
9	2 00	100	.....	.....	.....	.....	.....	.....	1	1	....	1	....	1	Laborer.
CASH GIRLS.															
1	\$3 00	100	.....	.....	.....	.....	.....	.....	1	1	1	....	1	....	Mechanic.
2	3 10	100	2	6	.....	1	.....	.....	1	1	1	....	1	....	Mechanic.
3	2 50	100	2	6	.....	.....	.....	.....	1	1	1	....	1	....	Mechanic.
4	2 00	100	.....	10	.....	.....	.....	.....	1	1	1	....	1	....	Mechanic.
5	2 00	100	.....	10	.....	.....	.....	.....	1	1	1	....	1	....	Clerk.
6	2 00	100	.....	10	.....	.....	.....	.....	1	1	....	1	....	1	Teamster.
7	2 00	100	.....	10	.....	.....	.....	.....	1	1	....	1	....	1	Laborer.
8	2 00	100	.....	10	.....	.....	.....	.....	1	1	1	....	1	....	.....
9	2 00	100	.....	10	.....	.....	.....	.....	1	1	1	....	1	....	Mechanic.
CLERKS—RAILROAD OFFICES.															
1	\$6 00	50	2	1	.....	.....	.....	.....	1	1	....	1	1	....	Tinner.
2	6 00	50	2	1	.....	.....	.....	.....	1	1	....	1	1	....	Clerk.
DRESSMAKER APPRENTICES.															
1	\$3 00	100	.....	2	.....	.....	1	†3	1	1	....	1	....	1	Laborer.
2	3 00	50	.....	2	.....	.....	1	†3	1	1	1	....	1	....	Machinist.
ELEVATOR BOYS.															
1	\$4 50	100	.....	.....	.....	.....	.....	.....	1	1	....	1	....	1	Laborer.
2	4 00	.....	.....	.....	.....	.....	.....	.....	1	1	1	....	1	....	Mechanic.
3	2 50	100	.....	.....	.....	.....	.....	.....	1	1	1	....	1	....	Carpenter.
ERRAND BOYS.															
1	\$2 50	100	.....	.....	.....	.....	.....	.....	1	1	.....	1	.....	1	.....
2	3 00	100	2	.....	.....	.....	.....	.....	1	1	1	....	1	....	Laborer.
3	5 00	.....	2	.....	.....	.....	.....	.....	1	1	1	....	1	....	Clerk.
4	5 00	50	1	.....	.....	.....	.....	.....	1	1	1	....	1	....	Mechanic.
5	4 00	.....	.....	.....	.....	.....	.....	.....	1	1	1	....	1	....	Mechanic.
6	3 50	100	1	.....	.....	.....	.....	.....	1	1	1	....	1	....	Clerk.
FOUNDRY BOYS.															
1	\$4 50	50	4	.....	.....	1	.....	.....	1	1	....	1	....	1	Mechanic.
2	3 60	100	8	.....	.....	.....	.....	.....	1	1	.....	1	....	1	Mechanic.
3	3 60	100	8	.....	.....	.....	.....	.....	1	1	1	....	1	....	Laborer.
5	3 60	66	8	.....	.....	.....	.....	.....	1	1	1	....	1	....	Laborer.
4	3 60	100	.....	.....	1	.....	.....	.....	1	1	.....	1	....	1	Laborer.
6	3 60	100	8	.....	.....	.....	.....	.....	1	1	.....	1	....	1	Mechanic.
7	3 60	100	7	.....	1	.....	.....	.....	1	1	1	....	1	....	Laborer.
8	3 75	100	8	.....	.....	.....	.....	.....	.....	1	.....	1	....	1	.....
9	3 25	100	8	.....	.....	.....	.....	.....	1	1	....	1	....	1	Laborer.

* Sell papers in addition. † Months.

TABLE NO. 11 — CONTINUED.

Office number.	Work.								Parents.						
	Weekly earnings.		No. youths at same place.		Profane language used.		Apprentices.		Living.		Nationality.				Father's occupation.
	Amount.	Per cent. given to parents.	Boys.	Girls.	Boss to employés.	By fellow employés.	Indentured.	Time, years.	Father.	Mother.	Father.		Mother.		
											Native.	Foreign.	Native.	Foreign.	
HARNESSMAKER APPRENTICE.															
1	\$3 00	100	.....	.....	.....	1	1	5	.....	1	1	...	1	...	Mason.
HERDER.															
1	\$2 50	100	.....	.....	.....	.....	.....	.....	1	1	1	...	1	...	Laborer.
JANITOR—ASSISTANT.															
1	\$4 00	.....	.....	.....	.....	.....	.....	.....	1	1	1	...	1	...	Laborer.
MACHINE-SHOP BOYS.															
1	\$4 00	100	2	.....	1	1	.....	.....	1	1	1	.....	1	.....	Laborer.
2	3 50	100	2	.....	1	1	.....	.....	1	1	1	.....	1	.....	Laborer.
3	3 00	100	2	.....	.....	1	.....	.....	1	1	.....	1	.....	1	Mechanic.
4	3 50	100	2	.....	.....	.....	.....	1	5	1	1	.....	1	.....	Mechanic.
5	3 00	100	2	.....	.....	.....	.....	1	5	1	1	.....	1	.....	Mechanic.
MESSENGER BOYS.															
1	\$3 00	100	7	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Mechanic.
2	3 50	100	10	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Mechanic.
3	3 00	66	8	.....	.....	.....	.....	.....	1	1	.....	1	.....	1	Laborer.
4	3 00	100	8	.....	.....	.....	.....	.....	1	1	.....	1	.....	1	Laborer.
5	3 00	80	8	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	.....
6	3 25	100	8	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Mechanic.
7	3 00	100	10	.....	.....	.....	.....	.....	1	1	.....	1	.....	1	Laborer.
8	3 00	66	10	.....	.....	.....	.....	.....	1	1	1	.....	.....	1	Mechanic.
9	3 50	80	10	.....	.....	.....	.....	.....	1	1	.....	1	.....	1	Clerk.
10	3 00	100	10	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Laborer.
11	3 00	100	10	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Mechanic.
12	3 00	.....	4	.....	.....	.....	.....	.....	1	1	.....	1	.....	1	.....
13	3 00	100	7	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Laborer.
14	3 00	.....	6	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Artist.
15	4 00	100	8	.....	.....	.....	.....	.....	1	1	.....	1	1	.....	Laborer.
MESSENGER BOYS—WESTERN UNION TELEGRAPH.															
1	\$3 25	100	.....	.....	1	1	.....	.....	1	1	.....	1	.....	1	.....
2	2 50	100	8	.....	1	1	.....	.....	1	1	.....	1	.....	1	.....
3	2 50	.....	8	.....	1	1	.....	.....	1	.....	1	.....	1	.....	Engineer.
4	3 75	100	2	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	R. R. emp.
5	2 50	100	8	.....	.....	.....	.....	.....	1	1	.....	.....	1	.....	Clerk.
6	5 00	50	9	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Mechanic.
MILLINER APPRENTICE.															
1	.....	.....	.....	2	.....	.....	.....	.....	1	1	1	.....	1	.....	Carpenter.
MINE BOYS.															
1	.....	100	.....	.....	1	1	.....	.....	1	1	.....	1	.....	1	Miner.
2	.....	100	4	.....	1	1	.....	.....	1	1	.....	1	1	.....	Miner.
3	.....	100	2	.....	1	1	.....	.....	1	.....	.....	1	.....	1	.....
4	\$3 00	100	4	.....	1	1	.....	.....	1	1	.....	1	.....	1	Miner.
5	3 00	100	4	.....	1	1	.....	.....	1	1	.....	1	.....	1	Miner.
6	.....	100	4	.....	1	1	.....	.....	1	1	.....	1	.....	1	Miner.
7	5 00	100	4	.....	1	1	.....	.....	1	1	.....	1	.....	1	Miner.
8	7 50	100	4	.....	1	1	.....	.....	1	.....	.....	1	.....	1	Miner.
9	1 87	4	1	1	1	1	Miner.
10	100	1	1	1	1	1	Miner.
11	3 00	1	1	1	1	Merchant.
12	4 00	100	1	1	1	1	Miner.

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TABLE NO. 11 — CONTINUED.

Office number.	Work.								Parents.						Father's occupation.	
	Weekly earnings.		No. youths at same place.		Profane language used.		Apprentices.		Living.		Nationality.		Father.	Mother.		
											Native.	Foreign.				
	Amount.	Per cent. given to parents.	Boys.	Girls.	Boss to employ.	By fellow employ.	Indentured.	Time, years.	Father.	Mother.	Native.	Foreign.	Native.	Foreign.		
MINE BOYS—concluded.																
13	\$5 00	100						1	1		1		1	Miner.		
14	5 00	100						1			1		1	Miner.		
15	5 00	100							1		1		1			
16	3 00	100						1	1		1		1	Miner.		
17	3 00	100						1	1	1		1		Miner.		
18	3 00	100							1		1		1			
19	3 00	100						1	1		1		1	Miner.		
20	5 00	100						1	1		1		1	Miner.		
21		100	4		1	1		1	1		1		1	Miner.		
22		100						1	1		1		1	Miner.		
23		100			1	1		1	1	1		1		Miner.		
24	6 00	100						1	1		1		1	Miner.		
25		100			1	1		1	1	1		1		Miner.		
26	4 50	100	22					1	1	1	1		1	Miner.		
27	3 00	100	18		1			1	1		1		1	None.		
28		100	15					1	1		1		1	Miner.		
29	3 50	100	15					1	1	1		1		Miner.		
30		100	18					1	1		1		1	Miner.		
31		100						1	1	1		1		Miner.		
32		100	15		1	1		1	1	1		1		Miner.		
OFFICE BOYS.																
1	\$3 50	50						1	1	1		1		Mechanic.		
2	4 00							1	1	1	1		1	Clerk.		
3	4 50	100							1	1	1		1			
4	4 00	100						1	1	1	1		1	Mechanic.		
5	3 00	66						1	1	1		1		Mechanic.		
6	3 75	100			1	1		1	1	1	1		1	Drummer.		
PACKING-HOUSE BOYS.																
1	\$2 50	100	9	4	1	1		1	1	1		1		Laborer.		
2	4 50	100	8	5	1	1		1	1	1		1		Laborer.		
3	4 50	100	8	4				1	1	1		1		Mechanic.		
4	3 50	100	6	3	1	1			1	1		1				
5	2 75	100	16	4	1	1			1	1		1		Laborer.		
6	3 60	100	20	10				1	1	1		1		Laborer.		
7	3 00	100	20	10				1	1	1		1		Laborer.		
8	3 00	100	20	10				1	1	1		1		Laborer.		
9	3 60	100	15	5	1	1		1	1		1		1	Laborer.		
10	3 00	100	17	7				1	1		1		1	Laborer.		
11	2 40	100	20	10	1	1		1	1	1		1		Laborer.		
12	6 00	50	20	10	1	1		1	1		1		1	Mechanic.		
13	3 60	100	20	10	1	1		1	1	1		1		Laborer.		
14	4 50	75	20	10		1		1	1		1		1	Laborer.		
15	4 00	100	20	10				1	1	1		1		Laborer.		
16	3 30	100	40	10				1	1	1		1		Laborer.		
17	4 00	50	20		1	1						1				
18	2 40	100	50	10	1	1		1	1	1		1		Laborer.		
19	2 75	100	20		1	1		1	1		1		1	Laborer.		
20	3 00	100	20		1	1		1	1		1		1	Mechanic.		
21	5 00	50	10	4				1	1		1		1	Mechanic.		
22	3 00	100	10	4		1		1	1	1		1		Laborer.		
23	3 50	100	10	4		1		1	1	1		1		Laborer.		
24	3 75	100	10	4		1		1	1	1		1		Laborer.		
25	4 50	50	10	4				1	1		1		1	Laborer.		
26	4 00	75	10	4				1	1		1		1	Mechanic.		
27	3 00	100	10			1		1	1	1		1		Laborer.		
28	4 00	100	10					1	1	1		1		Laborer.		
29	2 40	100	15		1	1		1	1	1		1		Cooper.		
30	3 00	100	15		1	1		1	1	1		1		Laborer.		
31	5 00	66	15					1	1	1		1		Laborer.		

TABLE NO. 11—CONCLUDED.

Office number.....	Work.								Parents.								Father's occupation.
	Weekly earnings.		No. youths at same place.		Profane language used.		Apprentices.		Living.		Nationality.						
											Father.		Mother.				
	Amount.....	Per cent. given to parents...	Boys.....	Girls.....	Boss to employes.....	By fellow employes.....	Indentured....	Time, years...	Father.....	Mother.....	Native.....	Foreign.....	Native.....	Foreign.....			
PACKING-HOUSE GIRLS.																	
1	\$4 00	50	8	4	.....	.....	.....	1	1	1	.....	1	.....	Laborer.	
2	4 00	100	8	4	1	1	.....	.....	1	1	.....	1	1	Mechanic.	
3	3 50	100	10	5	.....	1	.....	.....	1	1	1	.....	1	Laborer.	
4	3 50	100	10	5	1	1	.....	.....	1	1	.....	1	1	.....		
5	3 75	100	10	6	1	1	.....	.....	1	1	1	.....	1	Laborer.	
PAPER CARRIERS.																	
1	\$4 00	.....	20	.....	.....	.....	.....	1	1	1	.....	1	.....	Clerk.	
2	2 00	50	20	.....	.....	1	.....	.....	1	1	1	.....	1	Mechanic.	
3	1 50	100	20	.....	.....	.....	.....	.....	1	1	1	.....	1	Laborer.	
4	3 50	50	20	.....	.....	.....	.....	.....	1	1	1	.....	1	Mechanic.	
5	1 50	100	20	.....	.....	.....	.....	.....	1	1	1	.....	1	Laborer.	
6	3 00	100	20	.....	.....	.....	.....	.....	1	1	1	.....	1	.....		
7	6 00	100	17	.....	.....	.....	.....	.....	1	1	.....	1	1	.....		
8	3 50	50	.....	.....	.....	.....	.....	.....	1	1	.....	1	1	Laborer.	
9	5 00	.....	.....	.....	.....	.....	.....	.....	1	1	1	.....	1	Contractor.	
10	2 50	50	16	.....	.....	.....	.....	.....	1	1	1	.....	1	Mechanic.	
11	2 70	100	20	.....	.....	1	.....	.....	.....	1	.....	1	1	.....		
12	2 50	100	20	.....	.....	.....	.....	.....	1	1	1	.....	1	Laborer.	
13	4 00	50	20	.....	.....	.....	.....	.....	1	1	1	.....	1	Teamster.	
PLUMBER APPRENTICE.																	
1	\$3 00	100	1	.....	1	1	.....	.....	1	1	.....	1	.....	1	Laborer.
PRINTER APPRENTICES.																	
1	\$3 00	.....	2	.....	.....	.....	.....	.....	1	1	.....	1	.....	.....	.....
2	5 00	100	3	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Mechanic.
3	1 00	100	1	1	.....	1	.....	.....	1	1	1	.....	1	.....	Paper carr'r.
4	2 50	100	1	.....	.....	.....	.....	.....	.....	1	1	.....	1	.....	Dentist.
SOAP-FACTORY BOYS.																	
1	\$3 80	75	2	.....	.....	.....	.....	.....	1	1	.....	1	.....	1	Laborer.
2	2 50	100	2	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Laborer.
3	3 00	100	2	1	.....	.....	.....	.....	1	1	1	.....	1	.....	Laborer.
4	2 75	100	2	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Laborer.
STORE BOYS.																	
1	\$5 00	40	1	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Contractor.
2	4 00	50	.....	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Salesman.
3	2 50	100	.....	.....	.....	.....	.....	.....	.....	1	.....	1	.....	1	.....	
4	4 00	50	3	2	.....	.....	.....	.....	1	1	.....	1	1	.....	Mechanic.
5	2 50	100	5	1	.....	.....	.....	.....	1	1	1	.....	.....	1	Mechanic.
6	5 00	50	.....	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Clerk.
7	3 50	100	.....	.....	.....	.....	.....	.....	.....	1	1	.....	1	.....	.....
8	4 00	50	.....	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Farmer.
9	3 00	100	1	.....	.....	.....	.....	.....	1	1	1	.....	1	.....	Mechanic.
WATER BOYS.																	
1	\$4 50	100	2	.....	1	1	.....	.....	1	1	1	.....	1	.....	Laborer.
2	4 50	100	1	.....	1	1	.....	.....	1	1	1	.....	1	.....	Laborer.

TABLE NO. 12.

EMPLOYÉS' RETURNS.—Showing number of brothers and sisters, time in school, and education.

Office number.....	No. brothers and sisters under 15 years of age.				At school.										
	Brothers	At work	Sisters	At work	Number years...	Months since began work.		Prefer to go to school.	Can read	Can write	Can add	Can subtract	Can multiply	Can divide	
						Day	Night								
BOOKBINDER APPRENTICE.															
1.....	1	1	2	.....	3½	.....	.....	No.....	1	1	1	1	1	1
BOOTBLACKS.															
1.....	4	2	1	.....	2	4	.....	Yes.....	1	.....	.....	.....	.....	.....
2.....	2	1	2	.....	3	4	.....	Yes.....	1	1	1	1	1	1
3.....	2	.....	2	.....	6	8	.....	Yes.....	1	1	1	1	1	1
4.....	1	.....	.....	.....	3	.....	.....	Yes.....	1	1	1	1	1	1
5.....	.....	.....	.....	.....	2	.....	.....	Yes.....	1	1	1	1	1	1
6.....	.....	.....	2	.....	2½	.....	.....	Yes.....	1	1	1	1	1	.....
7.....	2	1	1	.....	2	.....	.....	Yes.....	1	1	.....	.....	.....	.....
8.....	2	1	1	.....	1	6	.....	Yes.....	1	.....	.....	.....	.....	.....
9.....	.....	.....	2	.....	3½	24	.....	Yes.....	1	1	1	1	1	.....
CASH GIRLS.															
1.....	1	1	2	.....	2	6	.....	Yes.....	1	1	1	1	1	1
2.....	1	1	.....	.....	2½	8	.....	Yes.....	1	1	1	1	1	1
3.....	2	.....	1	1	2	.....	.....	Yes.....	1	1	1	.....	.....	.....
4.....	2	.....	1	.....	2½	9	.....	.....	1	1	1	1	1	1
5.....	1	.....	1	.....	2	.....	.....	Yes.....	1	1	1	1	1	1
6.....	1	1	1	.....	2	.....	.....	Yes.....	1	1	1	1	1	1
7.....	1	.....	2	.....	1½	10	.....	Yes.....	1	1	1	1	.....	.....
8.....	1	1	.....	.....	2½	10	.....	Yes.....	1	1	1	1	1	1
9.....	2	1	2	.....	2	9	.....	Yes.....	1	1	1	1	1	1
CLERKS—RAILROAD OFFICES.															
1.....	.....	.....	3	.....	6	.....	.....	Yes.....	1	1	1	1	1	1
2.....	1	.....	2	.....	6	.....	.....	No.....	1	1	1	1	1	1
DRESSMAKER APPRENTICES.															
1.....	2	1	1	.....	5	.....	.....	No.....	1	1	1	1	1	1
2.....	1	.....	2	1	5	.....	.....	No.....	1	1	1	1	1	1
ELEVATOR BOYS.															
1.....	1	.....	1	.....	4½	.....	.....	Yes.....	1	1	1	1	1	1
2.....	2	.....	2	.....	4	.....	.....	No.....	1	1	1	1	1	1
3.....	2	.....	1	.....	3	.....	.....	Yes.....	1	1	1	1	1	1
ERRAND BOYS.															
1.....	1	1	1	1	3½	.....	.....	Yes.....	1	1	1	.....	.....	.....
2.....	.....	.....	1	.....	4	.....	.....	Yes.....	1	1	1	.....	.....	.....
3.....	3	.....	.....	.....	5	.....	.....	No.....	1	1	1	1	1	1
4.....	3	.....	1	.....	6	.....	.....	No.....	1	1	1	1	1	1
5.....	2	.....	.....	.....	4	.....	.....	No.....	1	1	1	1	1	1
6.....	.....	.....	3	1	3½	4	.....	Yes.....	1	1	1	1	1	1
FOUNDRY BOYS.															
1.....	2	.....	.....	.....	4	.....	3	No.....	1	1	1	1	1	1
2.....	1	.....	.....	.....	4	.....	.....	No.....	1	1	1	1	1	1
3.....	.....	.....	1	.....	4	.....	.....	Yes.....	1	1	1	1	1	1
4.....	2	1	2	.....	5	.....	.....	No.....	1	1	1	1	1	1
5.....	.....	.....	.....	.....	5	.....	.....	Yes.....	1	1	1	1	1	1
6.....	1	.....	.....	.....	3½	.....	3	Yes.....	1	1	1	.....	1	.....
7.....	2	.....	1	.....	5	.....	.....	Yes.....	1	1	1	1	1	1
8.....	1	.....	.....	.....	4	.....	3	Yes.....	1	1	1	1	1	1
9.....	2	1	1	1	3½	.....	.....	Yes.....	1	1	.....	.....	.....	.....

TABLE NO. 12—CONTINUED.

Office number.....	No. brothers and sisters under 15 years of age.				At school.										
	Brothers.....	At work.....	Sisters.....	At work.....	Number years.....	Months since began work.		Prefer to go to school.	Can read.....	Can write.....	Can add.....	Can subtract.....	Can multiply.....	Can divide.....	
						Day.....	Night.....								
HARNESSEMAKER APPRENTICE.															
1.....	.....	.....	.....	.....	4 $\frac{1}{2}$	.....	.....	No.....	1	1	1	1	1	1
HERDER.															
1.....	3	.....	2	.....	3 $\frac{3}{4}$	.....	.....	Yes.....	1	1	1	1	1	1
JANITOR, ASSISTANT.															
1.....	.....	.....	.....	.....	4	8	.....	Yes.....	1	1	1	1	1	1
MACHINE-SHOP BOYS.															
1.....	4	2	.....	.....	3	.....	.....	Yes.....	1	1	.....	.....	.....	.....
2.....	.....	.....	2	.....	4	.....	.....	Yes.....	1	1	1	1	1	1
3.....	1	.....	.....	.....	4	.....	.....	No.....	1	1	1	1	1	1
4.....	2	.....	2	.....	4	.....	6	No.....	1	1	1	1	1	1
5.....	1	.....	1	.....	3 $\frac{1}{2}$	.....	.....	No.....	1	1	1	1	1	1
MESSENGER BOYS.															
1.....	2	.....	1	.....	4	.....	.....	Yes.....	1	1	1	1	1	1
2.....	2	.....	.....	.....	4	.....	.....	Yes.....	1	1	1	1	1	1
3.....	4	2	1	.....	2 $\frac{1}{2}$	.....	.....	No.....	1	1	.....	.....	.....	.....
4.....	.....	2	2	.....	3	.....	.....	Yes.....	1	1	1	.....	.....	.....
5.....	1	.....	2	1	4	3	.....	No.....	1	1	1	1	1	1
6.....	2	1	2	.....	3 $\frac{1}{2}$	6	.....	Yes.....	1	1	1	.....	.....	.....
7.....	1	1	1	.....	3 $\frac{3}{4}$	.....	.....	Yes.....	1	1	1	1	1	1
8.....	1	.....	2	.....	3	.....	.....	Yes.....	1	1	1	1	1	1
9.....	3	1	.....	.....	4	6	.....	No.....	1	1	1	1	1	1
10.....	3	1	.....	.....	2	.....	.....	Yes.....	1	.....	.....	.....	.....	.....
11.....	.....	2	2	1	3 $\frac{1}{2}$	3	.....	Yes.....	1	1	1	1	1	1
12.....	2	1	1	.....	5	.....	.....	No.....	1	1	1	1	1	1
13.....	3	.....	.....	.....	3	.....	.....	Yes.....	1	1	1	.....	.....	.....
14.....	.....	.....	.....	.....	4 $\frac{1}{2}$	.....	.....	Yes.....	1	1	1	1	1	1
15.....	1	.....	.....	.....	4 $\frac{1}{2}$	11	.....	Yes.....	1	1	1	1	1	1
MESSENGER BOYS—WESTERN UNION TELEGRAPH.															
1.....	2	.....	1	.....	3	.....	.....	Yes.....	1	1	1	1	1	1
2.....	2	1	2	.....	3	2	.....	Yes.....	1	1	1	1	1	1
3.....	1	.....	.....	.....	2	3	.....	No.....	1	1	1	1	1	1
4.....	2	.....	.....	.....	2	.....	.....	No.....	1	1	1	1	1	1
5.....	.....	.....	1	.....	2 $\frac{1}{4}$	.....	.....	Yes.....	1	1	1	1	1	1
6.....	.....	.....	1	1	6	.....	.....	No.....	1	1	1	1	1	1
MILLINER APPRENTICE.															
1.....	.....	.....	.....	.....	2 $\frac{1}{2}$	.....	.....	No.....	1	1	1	1	1	1
MINE BOYS.															
1.....	.....	.....	.....	.....	3 $\frac{3}{8}$	2	.....	No.....	1	1	.....	.....	.....	.....
2.....	.....	.....	.....	.....	.....	.....	.....	Yes.....	1	1	1	1	.....	.....
3.....	.....	.....	.....	.....	6	9	3	No.....	1	1	1	1	1	1
4.....	.....	.....	.....	.....	1 $\frac{1}{2}$	6	.....	Yes.....	1	1	1	1	1	1
5.....	.....	.....	.....	.....	6 $\frac{3}{4}$	13	.....	Yes.....	1	1	1	1	1	1
6.....	.....	.....	.....	.....	1 $\frac{1}{2}$	.....	.....	Yes.....	1	1	1	1	1	1
7.....	.....	.....	.....	.....	.....	.....	.....	Yes.....	1	1	1	.....	.....	.....
8.....	1	1	1	1	3	18	3	Yes.....	1	1	1	.....	1	.....
9.....	.....	.....	.....	.....	1 $\frac{1}{2}$	8	.....	Yes.....	1	1	1	.....	1	.....
10.....	.....	.....	.....	.....	2 $\frac{1}{2}$	6	.....	Yes.....	1	1	1	1	1	1
11.....	3	.....	2	.....	7	14	.....	No.....	1	1	1	1	1	1
12.....	.....	.....	.....	.....	7	18	6	Yes.....	1	1	1	1	1	1

TABLE NO. 12.—CONTINUED.

Offer number.	No. brothers and sisters under 15 years of age.				At school.									
	Brothers	At work	Sisters	At work	Number years.	Months since began work.		Prefer to go to school.	Can read	Can write	Can add.	Can subtract	Can multiply	Can divide
						Day	Night							
13.	1		1		2			Yes	1	1	1	1	1	1
14.	1				6	18	6	Yes	1	1	1	1	1	1
15.	2				5	18	3	Yes	1	1	1	1	1	1
16.	2		1		5	8		Yes	1	1	1	1	1	1
17.					3	3		Yes	1	1	1			
18.	2		1		3	9	2	Yes	1					
19.			2		5	3	9	Yes	1	1	1	1	1	1
20.					6	20	6	Yes	1	1	1	1	1	1
21.	1	1			1	9		Yes	1	1	1	1	1	1
22.	4		2		1	9		Yes	1	1	1			
23.	2		2		1 $\frac{1}{2}$	12		Yes	1	1	1	1	1	1
24.	2		2		3	9	3	Yes	1	1	1	1	1	1
25.	2				2 $\frac{1}{2}$	20		Yes	1	1	1	1	1	1
26.					2	8		Yes	1	1	1	1	1	1
27.	2				1 $\frac{1}{2}$	3		Yes	1	1	1	1	1	1
28.	3	1			4		20	Yes	1	1	1	1	1	1
29.	1	1			4	3		Yes						
30.	2	1			2 $\frac{1}{2}$	4 $\frac{1}{2}$	4 $\frac{1}{2}$	No.	1	1	1	1	1	1
31.					4	4		No.	1	1	1	1	1	1
32.					1	4	3	Yes	1	1	1	1	1	1

MINE BOYS — concluded.

OFFICE BOYS.

1.	3				3			No.	1	1	1	1	1	1
2.	2		1		6			No.	1	1	1	1	1	1
3.	3	1			4 $\frac{1}{2}$	8		Yes	1	1	1	1	1	1
4.	1		1		4	6		Yes	1	1	1	1	1	1
5.	1				4	3		No.	1	1	1	1	1	1
6.	3	1	1		5			Yes	1	1	1	1	1	1

PACKING-HOUSE BOYS.

1.	3	2			2			Yes	1					
2.	2		1		4			Yes	1					
3.	3	1	1		4	4	2	No.	1	1	1	1	1	1
4.	2		2	1	3			Yes	1	1	1	1	1	1
5.	2	1			3 $\frac{1}{2}$			Yes	1					
6.	2	1	2	1	4 $\frac{1}{2}$			Yes	1	1	1	1	1	1
7.	1		2	1	3 $\frac{1}{2}$			Yes	1					
8.					4			Yes	1	1	1	1	1	1
9.	2		2	1	3			Yes	1					
10.	1		1		2			Yes	1					
11.	3	1			2 $\frac{1}{2}$			Yes	1	1	1	1	1	1
12.	2	1	1		4	8	6	Yes	1	1	1	1	1	1
13.	1				3	4		Yes	1	1	1	1	1	1
14.	2	1	2		4	8	3	Yes	1	1	1	1	1	1
15.	1		3	1	3 $\frac{1}{2}$	4		Yes	1	1	1	1	1	1
16.	3	1	2	1	3 $\frac{1}{2}$			Yes	1	1	1			
17.	2	1	1	1	2 $\frac{1}{2}$			No.	1					
18.	3	1			2			Yes	1					
19.	3	1			2			Yes	1					
20.	2		1		3 $\frac{1}{2}$			Yes	1	1	1	1	1	1
21.	1		3		4	6		No.	1	1	1	1	1	1
22.	3	1	2	1	2	4		No.	1	1	1			
23.	3		1		3	4		Yes	1	1	1	1	1	1
24.	4				4			Yes	1	1	1	1	1	1
25.	1		3		3 $\frac{1}{2}$	8		No.	1	1	1	1	1	1
26.	2		2		4			No.	1	1	1	1	1	1
27.	2	1	2	1	3 $\frac{1}{2}$	6		Yes	1	1	1	1	1	1
28.					4		3	Yes	1	1	1	1	1	1
29.	2		2		1			Yes						
30.	3	1			2			Yes	1					
31.	1	1	3	1	3	4	2	Yes	1	1	1	1	1	1

TABLE NO. 12—CONCLUDED.

Office number.....	No. brothers and sisters under 15 years of age.					At school.									
	Brothers.....	At work.....	Sisters.....	At work.....	Number years..	Months since began work.		Prefer to go to school.	Can read.....	Can write.....	Can add.....	Can subtract....	Can multiply....	Can divide.....	
						Day.....	Night.....								
PACKING-HOUSE GIRLS.															
1.....	3	1	.....	.....	4	.....	.....	No.....	1	1	1	1	1	1
2.....	2	1	.....	.....	6	.....	4	Yes.....	1	1	1	1	1	1
3.....	1	1	3	1	5	4	.....	Yes.....	1	1	1	1	1	1
4.....	2	1	1	.....	6	.....	.....	Yes.....	1	1	1	.....	.....	.....
5.....	3	1	2	1	6	.....	.....	Yes.....	1	1	1	1	1	1
PAPER CARRIERS.															
1.....	3	.....	1	.....	5	4	.....	Yes.....	1	1	1	1	1	1
2.....	3	.....	1	.....	5	8	.....	Yes.....	1	1	1	1	1	1
3.....	4	1	2	1	3	4	.....	Yes.....	1	.....	.....	.....	.....	.....
4.....	1	.....	1	.....	7	16	.....	Yes.....	1	1	1	1	1	1
5.....	4	2	1	.....	3	.....	.....	Yes.....	1	.....	.....	.....	.....	.....
6.....	3	2	.....	.....	6	4	.....	Yes.....	1	.....	1	1	1	1
7.....	3	2	.....	.....	6	16	.....	Yes.....	1	1	1	1	1	1
8.....	3	1	.....	.....	3½	.....	.....	No.....	1	1	1	.....	.....	.....
9.....	.....	.....	3	.....	4	8	.....	No.....	1	1	1	1	1	1
10.....	3	1	1	.....	3½	3	.....	Yes.....	1	1	1	.....	.....	.....
11.....	3	2	1	.....	3	4	.....	Yes.....	1	.....	.....	.....	.....	.....
12.....	3	2	1	.....	2	3	.....	Yes.....	1	.....	.....	.....	.....	.....
13.....	2	1	2	.....	4	4	.....	Yes.....	1	1	1	1	1	1
PLUMBER APPRENTICE.															
1.....	1	.....	.....	.....	3½	.....	.....	Yes.....	1	1	1	1	1	1
PRINTER APPRENTICES.															
1.....	1	.....	1	.....	5½	.....	.....	No.....	1	1	1	1	1	1
2*.....	.....	.....	.....	.....	4½	.....	.....	No.....	1	1	1	1	1	1
3.....	1	.....	2	.....	1½	.....	.....	Yes.....	1	1	1	1	1	1
4.....	.....	.....	.....	.....	6	.....	.....	No.....	1	1	1	1	1	1
SOAP-FACTORY BOYS.															
1.....	2	.....	2	1	3	6	.....	No.....	1	1	1	1	1	1
2.....	1	.....	1	.....	3	.....	.....	Yes.....	1	1	.....	.....	.....	.....
3.....	1	.....	2	.....	3	4	.....	Yes.....	1	1	1	.....	.....	.....
4.....	3	1	1	.....	2½	.....	.....	Yes.....	1	.....	.....	.....	.....	.....
STORE BOYS.															
1.....	2	.....	.....	.....	6	.....	.....	No.....	1	1	1	1	1	1
2.....	3	.....	2	.....	5	.....	.....	No.....	1	1	1	1	1	1
3.....	3	.....	.....	.....	3	.....	.....	Yes.....	1	1	1	1	1	1
4.....	1	.....	2	.....	4	3	.....	No.....	1	1	1	1	1	1
5.....	1	.....	1	.....	4½	6	.....	Yes.....	1	1	1	1	1	1
6.....	2	.....	1	.....	4½	.....	.....	No.....	1	1	1	1	1	1
7.....	3	1	.....	.....	3	3	.....	Yes.....	1	1	1	.....	.....	.....
8.....	2	1	1	.....	6	.....	.....	No.....	1	1	1	1	1	1
9.....	.....	.....	.....	.....	4½	.....	.....	Yes.....	1	1	1	1	1	1
WATER BOYS.															
1.....	3	.....	2	.....	4	.....	.....	Yes.....	1	1	.....	.....	.....	.....
2.....	2	.....	1	.....	3½	9	.....	Yes.....	1	1	1	.....	.....	.....

*Hours, from 4 P. M. to 4 A. M.

TABLE SHOWING AGE AT BEGINNING WORK.

<i>Industries.</i>	<i>9 years.</i>	<i>9 to 10 years.</i>	<i>10 to 11 years.</i>	<i>11 to 12 years.</i>	<i>12 to 13 years.</i>	<i>13 to 14 years.</i>	<i>14 to 15 years.</i>	<i>Total.</i>
Bootblacks.....	3	2	1	2	1			9
Cash girls.....	1	3	3	1	1			9
Elevator boys.....				1		2		3
Errand boys.....				1	2	3		6
Foundry boys.....					4	4	1	9
Machine-shop boys.....					1	2	2	5
Messenger boys.....				2	11	2		15
Messenger boys, W. U. Telegraph..		2	3		1			6
Mine boys.....	1	4	10	11	4	1		31
Miscellaneous*.....			1	2	1	2	6	12
Office boys.....				2	2	2		6
Packing-house boys.....			1	7	16	7		31
Packing-house girls.....					2	3		5
Paper carriers.....			3	8	1	1		13
Printer apprentices.....		1				2	1	4
Soap-factory boys.....					3	1		4
Store boys.....				1	4	3	1	9
Totals.....	5	12	22	38	54	35	11	177
Percentages.....	2.83	6.78	12.43	21.47	30.50	19.77	6.22	100

* Under this head are included bookbinder apprentices, clerks in railroad offices, dressmaker apprentices, harnessmaker apprentices, herders, janitors, milliner apprentices, plumber apprentices, and water boys.

TABLE SHOWING PRESENT AGE.

<i>Industries.</i>	<i>9 to 10 years..</i>	<i>10 to 11 years..</i>	<i>11 to 12 years..</i>	<i>12 to 13 years..</i>	<i>13 to 14 years..</i>	<i>14 to 15 years..</i>	<i>15 to 16 years..</i>	<i>16 to 17 years..</i>	<i>17 to 18 years..</i>	<i>Total</i>
Bootblacks.....		2	3	2	2					9
Cash girls.....	1	1	2	3	2					9
Elevator boys.....			1		1	1				3
Errand boys.....			1	1	2	2				6
Foundry boys.....				1	4	3	1			9
Machine-shop boys.....						3	2			5
Messenger boys.....			2	3	7	3				15
Messenger boys, W. U. Telegraph..				3	1	1	1			6
Mine boys.....			1	6	9	7	4	3	1	31
Miscellaneous*.....					3	3	5	1		12
Office boys.....				2	2	1	1			6
Packing-house boys.....			1	7	11	7	4	1		31
Packing-house girls.....					2	3				5
Paper carriers.....		2	4	3	2	2				13
Painter apprentices.....		1				1	2			4
Soap-factory boys.....				2	1	1				4
Store boys.....				2	3	3	1			9
Totals.....	1	6	15	35	52	41	21	5	1	177
Percentages.....	.56	3.39	8.47	19.78	29.38	23.16	11.87	2.83	.86	100

* See previous foot-note.

TABLE showing average number of years worked, average number of weeks worked, average weekly earnings, and average yearly earnings.

<i>Industries.</i>	Total number reporting.....	Average No. of years since beginning work.....	Average No. of weeks worked.....	Average No. of weeks worked yearly..	Average weekly earnings.....	Average yearly earnings.....
Bootblacks.....	9	1 $\frac{3}{4}$	74	39 $\frac{3}{4}$	\$3 16	\$126 40
Cash girls.....	9	1 $\frac{1}{2}$	68	39 $\frac{3}{4}$	2 30	90 85
Elevator boys.....	3	3	30 $\frac{1}{2}$	*45 $\frac{1}{2}$	3 66	164 44
Errand boys.....	6	1	39	39	3 83	149 37
Foundry boys.....	9	1 $\frac{3}{4}$	48 $\frac{1}{2}$	*51 $\frac{1}{2}$	3 68	189 52
Machine-shop boys.....	5	1 $\frac{7}{10}$	56 $\frac{1}{2}$	43 $\frac{1}{2}$	3 40	147 33
Messenger boys.....	15	1 $\frac{3}{4}$	40	*43	3 15	135 45
Messenger boys, Western Union Telegraph.....	6	3	154	51 $\frac{1}{2}$	3 25	166 83
Mine boys.....	32	3 $\frac{1}{2}$	123	35 $\frac{1}{2}$	4 02	141 27
Miscellaneous†.....	12	1 $\frac{1}{2}$	65	43 $\frac{1}{2}$	3 95	171 17
Office boys.....	6	1 $\frac{1}{2}$	52	44 $\frac{1}{2}$	3 79	165 13
Packing-house boys.....	31	1 $\frac{7}{10}$	65	38 $\frac{1}{2}$	3 61	138 08
Packing-house girls.....	5	1	50	50	3 75	187 50
Paper carriers.....	13	1	30 $\frac{1}{2}$	30 $\frac{1}{2}$	3 27	99 19
Printer apprentices.....	4	1 $\frac{1}{2}$	65	52	2 87 $\frac{1}{2}$	149 50
Soap-factory boys.....	4	$\frac{7}{8}$	26 $\frac{1}{2}$	*35	3 01	105 35
Store boys.....	9	1 $\frac{7}{8}$	47 $\frac{1}{2}$	*50 $\frac{1}{2}$	3 72	187 86
General average.....		1 $\frac{3}{4}$	60 $\frac{1}{2}$	43	\$3 44	\$147 95

* Computed.

† See previous foot-note.

‡ Based upon time actually reported, this average is 44 $\frac{4}{5}$.

TABLE, showing average number of hours worked per week.

<i>Industries.</i>	Total number reporting.....	Average hour of beginning work, a. m.....	Average hour of ceasing work, p. m.....	Average hours worked, days ..	No. working extra hours, night.....	Average extra hours worked per week.....	Average working hours of all per week.....
Boot blacks.....	9	6:40	7:13	11:33	5	10	75.7
Cash girls.....	9	7:37	7:30	10:47	8	2.45	67.7
Elevator boys.....	3	7:50	6:20	9:30	1	3	58
Errand boys.....	6	7:10	5:25	9:15	3	1.30	56.15
Foundry boys.....	9	7:00	5:03	9:03	.....	.....	54.20
Machine-shop boys.....	5	7:00	6:00	10:00	.....	.....	60
Messenger boys.....	15	8:40	7:48	10:08	11	1	61.32
Messenger boys, Western Union Telegraph.....	6	7:50	7:10	10:20	5	7.36	67.20
Mine boys.....	32	6:42	4:56	9:14	.....	.....	55.24
Miscellaneous*.....	12	7:12	6:00	9:52	6	2.40	61.45
Office boys.....	6	7:40	5:40	9:00	.....	.....	54
Packing-house boys.....	31	7:00	5:40	9:40	.....	.....	58
Packing-house girls.....	5	7:00	6:00	10:00	.....	.....	60
Paper carriers.....	13	.....	.....	.....	.....	.....	33.16
Printer apprentices†.....	4	.....	.....	.....	.....	.....	61.30
Soap-factory boys.....	4	7:00	6:00	10:00	.....	.....	60
Store boys.....	9	7:08	7:40	11:32	4	1.30	63.37

* See previous foot-note.

† Irregular hours.

These 178 children worked a weekly aggregate of 10,383 $\frac{1}{2}$ hours, making an average to each of 58 $\frac{1}{2}$ hours, or 9 hours and 43 minutes for each of the 6 week days. This aggregate is partly made up by the 50 who worked 165 $\frac{1}{2}$ hours over-time, or about 3 $\frac{1}{2}$ hours each.

TABLE showing the regular time for commencing and ceasing work, the aggregate number reporting for each period of time mentioned, and the per cent. they bear to the whole number.

<i>Com'nced work.</i>	<i>No.*</i>	<i>Per cent.</i>	<i>Ceased work.</i>	<i>No.</i>	<i>Per cent.</i>
A. M.			P. M.		
4:30	1	.56	4:00	12	6.74
5:00	1	.56	5:00	27	15.17
5:30	5	2.80	5:30	30	16.86
6:00	10	5.62	6:00	52	29.22
6:30	6	3.37	6:30	2	1.12
7:00	99	55.62	7:00	11	6.18
7:30	13	7.30	7:30	13	7.30
7:45	1	.56	8:00	24	13.48
8:00	20	11.24	9:00	2	1.12
9:00	11	6.18			
10:00	1	.56	11:00	1	.56
P. M.			A. M.		
4:00	3	1.69	4:00	1	.56
4:30	6	3.38	7:00	2	1.13
5:30	1	.56	7:30	1	.56
.....	178	100.00	.....	178	100.00

TABLE showing nativity of parents, and number of brothers and sisters under fifteen years of age.

<i>Industries.</i>	<i>Total number reporting</i>	<i>Native-born parents.</i>	<i>Foreign-born parents</i>	<i>Both parents living</i>	<i>Father dead</i>	<i>Mother dead</i>	<i>Orphan</i>	<i>Required to work by parents</i>	<i>Brothers and sisters under 15 years.</i>			
									<i>No. having...</i>	<i>Average to family</i>	<i>No. having at work</i>	<i>Average to family</i>
Bootblacks	9	5	4	9				5	8	31	4	11
Cash girls	9	7	2	9				9	9	29	6	1
Elevator boys	3	2	1	3				2	3	3		
Errand boys	6	6		5	1			3	6	23	2	11
Foundry boys	9	3	6	8	1			9	8	24	2	1
Machine shop boys	5	3	2	5				5	5	23	1	2
Messenger boys	15	9	6	12	3			9	14	24	8	11
Messenger boys, W. U. Tel.	6	3	2	3	2	1		4	6	18	2	1
Mine boys	31	7	24	26	2	3	1	31	17	21	5	11
Miscellaneous*	12	8	4	11	1			7	9	33	2	1
Office boys	6	6		5	1			3	6	24	2	1
Packing-house boys	31	22	9	28	3	1	1	23	29	31	19	11
Packing-house girls	5	3	2	4	1			4	5	33	5	11
Paper carriers	13	10	3	10	3			4	13	31	9	11
Printer apprentices	4	4		2	2			2	2	21		
Soap-factory boys	4	3	1	4				3	4	31	2	1
Store boys	9	7	2	7	2			4	9	25	2	1
Totals	177	108	68	151	22	5	2	127	153		71	
Percentages		61.36	38.64	84.83	12.36	2.81		71.35	85.95		46.40	

* See previous foot-note.

† Of 153 — the number reporting.

TABLE SHOWING OCCUPATIONS OF FATHERS.

Industries.	Total number reporting.....	Laborers	Mechanics	Professional men.....	Clerks.....	Miners	Number answering this question.....
Bootblacks.....	9	6	3				9
Cash girls.....	9	2	5		1		8
Elevator boys.....	3	1	2				3
Errand boys.....	6	1	2		2		5
Foundry boys.....	9	5	3				8
Machine-shop boys.....	5	2	3				5
Messenger boys.....	15	6	5	1	1		13
Messenger boys, Western Union Telegraph.....	6		3		1		4
Mine boys.....	32			1		27	28
Miscellaneous*.....	12	6	4	1	1		12
Office boys.....	6		3	1	1		5
Packing-house boys.....	31	22	6				28
Packing-house girls.....	5	3	1				4
Paper carriers.....	13	5	3	1	1		10
Printer apprentices.....	4	1	1	1			3
Soap-factory boys.....	4	4					4
Store boys.....	9		3	2	2		7
Totals.....	178	64	47	8	10	27	156
Percentages.....		41.02	30.13	5.13	6.41	17.31	100

* See previous foot-note

TABLE showing by occupation, term of employment, age, and educational advantages.

Industries.	Av. No. months employed ..	Av. age at beginning work.	Av. present age.....	Av. years at school before commencing work.....	No. attending day school since beginning work.....	Av. months in attendance.	No. attending night school since beginning work.....	Av. months in attendance.	Prefer to attend school.....	Able to read.....	Able to write.....	Can add.....	Can subtract.....	Can multiply.....	Can divide.....
Bootblacks.....	17 $\frac{2}{3}$	10 $\frac{3}{4}$	12 $\frac{3}{4}$	2 $\frac{2}{3}$	5	9 $\frac{3}{4}$			9	9	7	6	6	6	4
Cash girls.....	15 $\frac{3}{4}$	10 $\frac{1}{2}$	12 $\frac{1}{2}$	2 $\frac{1}{2}$	5	8 $\frac{3}{4}$			8	9	9	9	8	7	7
Elevator boys.....	7	13	13 $\frac{3}{4}$	4					2	3	3	3	3	3	3
Errand boys.....	9	13	14	4 $\frac{1}{2}$	1	4			3	6	6	6	4	4	4
Foundry boys.....	11 $\frac{1}{2}$	13 $\frac{1}{2}$	14 $\frac{1}{2}$	4 $\frac{2}{3}$			3	3	6	9	8	7	8	7	7
Machine-shop boys.....	13	14	15 $\frac{3}{4}$	3 $\frac{1}{2}$		1	6	2	5	5	4	4	4	4	4
Messenger boys.....	9 $\frac{1}{2}$	12 $\frac{1}{2}$	13 $\frac{1}{2}$	3 $\frac{1}{2}$	5	6			11	15	14	13	10	10	10
Messenger boys, W. U. Tel.....	35 $\frac{1}{2}$	11	14	3					3	6	6	6	6	6	6
Mine boys.....	28 $\frac{1}{2}$	11 $\frac{1}{2}$	15	4 $\frac{1}{2}$	27	9 $\frac{3}{4}$	12	5 $\frac{1}{2}$	27	31	30	29	24	25	23
Miscellaneous.....	15	13 $\frac{1}{2}$	15 $\frac{1}{2}$	4 $\frac{1}{2}$	2	8 $\frac{1}{2}$			6	12	12	11	10	10	10
Office boys.....	12	13	14 $\frac{1}{2}$	4 $\frac{1}{2}$	3	5 $\frac{3}{4}$			3	6	6	6	6	6	6
Packing-house boys.....	15	12 $\frac{1}{2}$	14 $\frac{3}{4}$	3 $\frac{1}{2}$	11	5 $\frac{1}{2}$			25	30	20	20	18	18	18
Packing-house girls.....	11 $\frac{1}{2}$	13 $\frac{1}{2}$	14 $\frac{1}{2}$	5 $\frac{1}{2}$	1	4	1	4	4	5	5	5	4	4	4
Paper carriers.....	7	12	13	4 $\frac{1}{2}$	11	7			11	13	9	9	7	7	7
Printer apprentices.....	15	13 $\frac{1}{2}$	14 $\frac{1}{2}$	4 $\frac{1}{2}$					1	4	4	4	4	4	4
Soap-factory boys.....	6 $\frac{1}{2}$	13	13 $\frac{1}{2}$	3	2	5			3	4	3	2	1	1	1
Store boys.....	11	13 $\frac{1}{2}$	14 $\frac{1}{2}$	4 $\frac{1}{2}$	1	3	2	4 $\frac{1}{2}$	4	9	9	9	8	8	8
Totals.....					76		24		128	176	157	150	130	131	126
Per centages †.....					64.64		31.31		91.17	98.54	88.20	84.27	73.03	69.59	70.78

* School year, five to nine months.

† See previous foot-note.

‡ Of 178, whole number reporting.

We have made a thorough analysis of all these topics, and the tables show nearly all that can be shown in regard to the matter, from all standpoints. It may be well, however, to call attention to a few prominent facts that appear in the above tables. In the employés' returns, for instance, there are 26 mine boys, out of a total of 32, who are reported to have commenced work under the age of 12, and from "personal interviews," one who is still under 12 is at work; while the employers claim that *all* the children employed are of legal age. In the packing-houses one commenced work when less than 11 years old, and 7 more while yet under 12, out of a total of 31 boys. Over two-thirds of the parents are native-born, and there are over five-sixths of the children who have both parents living—only two reporting both parents dead. Over 71 per cent. of the children reporting are required to work by their parents, or 153 out of a total of 177. This in itself is a strong argument in favor of restrictive legislation, and tends to prove the assertion that the selfishness and greed of parents often overbalances all considerations of their children's mental and physical welfare. The bootblacks and store boys work the longest hours, though the former may be said to have command of their own time, their hours being longer or shorter according to the demands of their "trade." The office boys work the shortest time—9 hours. According to the employers' returns, the average length of time worked by each child per day was 9.7 hours, equaling 9 hours and 42 minutes; while from the "personal interview" returns of the children, it is shown to be 9 hours and 43 minutes. This result, arrived at from entirely different standpoints, conclusively proves the accuracy of the figures presented. The employers report the average weekly wages of the total number employed as a trifle over \$3.81, while the children give the average as \$3.44. This seeming discrepancy can be accounted for by the fact that the highest price paid for labor is that paid the mine boys, and that of the occupations reported by the employers nearly half are those employed in mines, while in the reports of the children less than one-sixth follow that occupation. A study of the preceding tables will give a clear idea of the condition of the child wage-worker in this State, as the subject has been exhaustively treated from every point of view.

OPINIONS OF EMPLOYERS.

Brick Manufacturer.—I believe it is healthy and beneficial to make children do light work as soon as they become old enough, as it develops their muscle and teaches them to be useful, and it is not so hard for them when they become older. If they are allowed to loaf around when small, it is as hard to break them of it as it is to teach them to work; besides, it makes tramps and jail-birds of them.

Brick Manufacturer, Cherokee County.—There are, so far as I know, no children under 15 years of age employed in manufactories in this county. There are some employed, under that age, in picking small fruits during the season. This would hardly interfere with their attendance at school, as the schools are usually closed at that time.

Brick Manufacturer, Republic County.—I believe that children under fifteen years

of age should be brought up to out-door work that is not too heavy, but I think there should be a law prohibiting the employment of children under fifteen years of age in workshops, mines, and factories.

Broom Manufacturer, Wyandotte County.—My factory is small, and I chiefly employ men. I prefer them to boys, as the work is done better.

Fruit-Canning Operator, Douglas County.—Light labor during vacation is beneficial in more ways than one; it develops the physical system, and the money earned teaches children self-reliance, and is an incentive to future ambition.

Fruit-Canning Operator, Leavenworth County.—It is almost impossible to give you a statement that will be satisfactory, as we work by the piece, and it depends on the season. During pea season, some days, I had as high as 375 men, women, and children employed; now I have about 150, say every other day, on account of dry weather. We are working now on beans. Some will work one day in the week, and some more. This is therefore the best I can do for you.

Stock-Car Company, Sedgwick County.—I consider labor beneficial to a child, provided it is directed and chosen with discretion. Just how much and what kind of labor a child ought to perform should be determined by circumstances which are many and varied, and should be regulated by law. Overseers often need more law to regulate them in directing a child's labor, than they do in any other department.

Coal-Mine Operator, Osage County.—I believe a child should be taught to work as early as possible, and he should also be taught that labor is honorable, and that the laborer is worthy of his hire. Laws should be made so that it would be impossible for the employers to absorb the earnings of the laboring class.

Coal-Mine Operator, Osage County.—I am in favor of prohibiting children under fifteen years of age from working, and I also favor an apprentice law.

Coal-Mine Operator, Osage County.—I am not in favor of compulsory education, nor anything else that partakes of a compulsory nature. There is nothing democratic in compulsion.

Coal-Mine Operator, Leavenworth County.—This mine is not sufficiently developed to employ children. No doubt ere another year rolls around, unless there is a law prohibiting it, we will have children in the mine. [NOTE.—This operator is in favor of a law prohibiting child labor.—COMMISSIONER.]

Coal-Mine Operator, Leavenworth.—This company will not employ children. [NOTE.—Home Mining Company.]

Coal-Mine Operator, Osage City.—So far as we know, we have no boys at work in our mines under fifteen years of age. However, there might be some cases that we do not know about.

The Pittsburg Coal Mining Co., Crawford County.—This company at present does not employ any child labor.

Keith & Perry Coal Co., Cherokee County.—All boys employed by us must furnish a certificate from a teacher that they have attended school for three months during the year in which they are employed; and they must also be able to read and write, before they can obtain employment.

Norton Coal Co., Cherokee County.—The boys who work in our mines work either with their fathers or brothers, who have charge of the rooms in which they work. No boy under eighteen years of age is allowed to have charge or management of any room, entry or other place where work is done, in or around the mines. We invariably require the boys to procure certificates from the principal of the school, as evidence that they have attended three months within the year, before we allow them to work in the mines. We have from eight to nine months' school each year, and I

am inclined to think our law should be changed to require six months' attendance, instead of three, before boys should be allowed to work in the mines.

Coal-Mine Operator, Osage County.—We have only four boys under eighteen years of age. They all work with their fathers.

Coal-Mine Operator, Osage County.—I think no boy should work more than eight hours a day, and that school attendance should mean in "day schools." I also believe it to be the duty of employers to see to this; I think it would help the cause of education a great deal. The present law preventing children under twelve years of age from working in the mines is a good one, but even above that age eight hours a day is long enough for them to labor. I am sure ninety per cent. of the employers in Kansas would agree with me in this.

Galvanized-Cornice Manufacturer, Shawnee County.—I never believed in cheap labor, but favor a law similar to that of France and Germany. In those countries a boy has to be apprenticed to learn a trade, and then must serve three years as a journeyman, before receiving a certificate showing what he is worth. If a similar law was enacted here, bosses would have to pay according to proficiency, and there would be less question about wages.

Foundry Operator, Atchison County.—While I am generally in favor of the prevention of children under fifteen years of age from working, I apply the principle to heavy and laborious employment unfitted for their tender years, though I admit there are many kinds of labor that will not materially interfere with the proper development of the body; hence I would classify the kinds of labor they should be exempt from. Even with the different classes of labor permitting their employment, I would require a certain amount of schooling before going to work, or else compel them to attend school for a certain time while they were employed. I would favor a law attaching heavy penalties to the selling to boys tobacco, cigars, cigarettes, and obscene or so-called sporting papers. I also think that children should have a proper Christian training, as many of the after impulses of the man depend upon the early teachings of the boy or girl.

Steam-Laundry Proprietor, Shawnee County.—It is very evident to me that idleness is the direct cause of more vice among boys than anything else. We do not solicit child labor, for, as a rule in our business, it does not pay, and there is a liability of their becoming careless around machinery, and getting injured; and in such a case the employer is apt to be sued for damages. We have the written consent of the parents or guardians of persons under 21 years of age to operate laundry machinery and to do whatever else may be required of them. We often have applications from parents for a position for a boy during school vacation, as they "don't want him idle;" and we have several boys of this class whom we employed while still under 15 years of age, but who are now 16 or 17, and earning from \$5 to \$10 per week. For these reasons I don't think child labor should be prohibited entirely.

Merchant, Shawnee County.—I have only one clerk employed who is under twenty-one years, and he is my own boy. I notice you ask for opening and closing hours of business, and I state 7 A. M. and 10 P. M., but do not judge from this that any of my employes are confined in the store that number of hours every day. I am not in favor of young children being employed at work in any case, and they should be required to attend school when it can be done.

Merchant Tailor, Shawnee County.—I think compulsory education is an absolute necessity for the welfare of the State.

Plow Manufacturer, Shawnee County.—I have two sons that have worked in the shop with me about three years. They have passed through the grammar grade in

the city schools, and have never been absent from work on account of sickness. They are faithful, and work better than any help I can employ. I believe the labor question a vexed one that will never be satisfactorily settled by humanity. The malady is fatal, although there are plenty of doctors that are quite sure their remedies would work a speedy cure if thoroughly applied, and no doubt many of them would result in much good if they could be tried, yet I believe the patient is fast becoming unmanageable, so that no system of treatment can be applied or carried out for his benefit.

Book Publisher, Shawnee County.—We employ one boy under contract for three years in our ruling department. This contract system works satisfactorily. We believe a contract system of this kind would be of great advantage to the employers as well as the employés, if enacted into a law.

Another book publisher says: The publishing trade is not a good criterion to go by in arriving at a conclusion as to the merit of child labor. Here the boy or girl is housed in a healthy, comfortable building, as pleasant and enjoyable as a modern school building. The business is an educator from beginning to end. The work is light, with just enough exercise for good circulation. Example: At 14 years of age my boy had reached the high school. I then put him to learn the printing business, and he enjoyed himself while mastering the trade. In four years he fitted himself for supporting a family, and after one year's experience in office work he had a much better education than if he had continued in school. Now, while attending St. Johns Military College, he appreciates all that is taught him, is ambitious to learn, and I believe is much farther advanced than if he had commenced fancy studies at 14.

Beef and Pork Packing Company, Wyandotte County.—Regarding the employment of children, we would rather have them attend school, yet in many cases their parents largely depend on them for support, and we can and do give them light work. Often widows bring their children to us, asking employment for them, as that is their only means of support. We believe if there was less liquor drank, there would be very little necessity for child labor.

PART II.

ORGANIZED LABOR.

At the request of the Trades and Labor Assembly, of Topeka, the Bureau undertook, during the past year, to collect information regarding the condition of organized labor in the State, and after several conferences with a committee from that body, the following circular was prepared and mailed to the address of every Trades Union and Knights of Labor Assembly of which the Bureau could obtain any knowledge. The circular was as follows:

[TRADES UNIONS.]

STATE OF KANSAS,
BUREAU OF LABOR AND INDUSTRIAL STATISTICS, }
TOPEKA, KANSAS, January 1, 1890.

To ———: It is the purpose of this Bureau to present in its next Report a statistical compilation, designed to show the extent and efficiency of labor organizations in the State.

This work is undertaken in response to a desire frequently expressed for reliable information on this subject, and with the object of showing what organization has accomplished in promoting the aims of workingmen, as well as providing a basis for intelligent action on the part of those interested.

A presentation of this character of course involves the procuring of the necessary details of facts and figures from the various organizations themselves; and in order to secure any degree of success, it is essential that each union, assembly or lodge should concur in the effort, and contribute from its own experience and records the data required to make up a full and intelligent exhibit.

For the purpose of obtaining uniformity of information, the following schedule has been prepared with the advice and concurrence of leading unionists and officers of assemblies and lodges, and is submitted to all associations of workingmen in the State, in the belief that they will willingly forward the objects of the Bureau by making the statements called for.

It will be readily seen that the facts brought together by fair and full replies to these interrogatories on the part of all the organizations of labor in the State, will constitute a mass of information of great interest and value to the membership of these organizations; and will make such an exhibit as has not been before undertaken. To society at large it will present such a view of the dignity and potency of organized labor as will command consideration and respect.

FRANK H. BETTON, *Commissioner*.

NOTE.—At a meeting of the Topeka Trades and Labor Assembly (representing twelve Trades Unions of Topeka), this blank was submitted and a special committee was appointed to confer with the Labor Commissioner; a conference was held, and at a subsequent meeting the committee reported that they—

“Approve of the form, and recommend that all unions and every union workman make an endeavor,

through this blank, to assist the Labor Commissioner in gathering complete and correct returns respecting organized labor, its objects and its benefits."

(Signed)

T. B. BROWN, of the Printers' Union.
N. S. JOHNSON, of the Plasterers' Union.
G. HARRIS THOMAS, of the Stonecutters' Union.
J. H. WESTINE, of the Carpenters' Union.
G. PULLEY, of the Tailors' Union.

~~§ 8.~~ This report is expected to cover the year 1889.

N. B.—No publicity will be given to the names of individuals, or any information leading to the identification of the members of the Union.

ORGANIZATION.

1. Name, —.
2. Location, —. Special occupation, —.
3. Date of organization, (month) —, (year) 18—.
4. Number of original charter members, —. Number of enrolled members January 1, 1890, —.
5. How many members of your union are citizens of the United States? —.
6. Number of members having families, —.
7. Number of members living in homes of their own. —.
8. Number of members living in rented homes, —.
9. What proportion of all the workmen of your trade in your locality belong to the union? —.
10. What State, national, or international organization are you connected with? —.

WAGES.

11. Into what grades or classes are men in your trade divided? —.
12. What were the average wages per day during the year 1889, and what were the average weekly earnings of men of each class:

	Class.	Rate per day.	Average per week.
First.....			
Second.....			
Third.....			

13. Give, as near as possible, the rate of wages that have been paid to the same classes for a series of years past:

Class.	1889.		1888.		1887.		1886.		1885.	
	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.
First.....										
Second.....										
Third.....										

14. Are wages paid uniformly in cash? —.
15. How often are wages paid? —.
16. Are "truck stores" maintained by any of your employers? —.
17. How many hours constitute a day's work in your trade? —.
18. How many weeks in the year can your members usually obtain employment? —.
19. What proportion of your membership had steady employment during the year 1889? —.
20. Was employment more regular during the year 1889 than in former years? —.

STRIKES.

21. What strikes or lock-outs have taken place in which members of your union, assembly, or lodge were engaged, since January 1, 1885?

(Give, as nearly as possible, the date, number involved, cause, time continued, result, and amount of pecuniary assistance received in each strike or lock-out.)

Date.	No. of men.	Cause.	Time continued.	Result.	Assistance received.	
					Dolls.	Cts.
.....
.....
.....
.....
.....
.....
.....
.....
.....

22. What attempts were made to adjust these difficulties by arbitration, and with what results? —.

23. What is the total amount that has been contributed by your union, assembly, or lodge, to assist others in time of strikes during the past five years? \$—.

APPRENTICES.

24. How many apprentices do you permit? —.

25. How many years must an apprentice serve before being admitted to full membership? —.

26. What proportion of your membership have served a regular term of apprenticeship? —.

27. Is the present apprenticeship law of any practical benefit to your trade? —.

28. Do you desire a law for the indenture of apprentices? —.

BENEFITS.

29. Do you maintain a fund for defraying expenses of accidents among your members? —.

Amount so expended during the year 1889, \$—.

30. Do you maintain a fund for defraying expenses of sickness among your members? —.

Amount so expended during the year 1889, \$—.

31. Do you maintain a fund for defraying expenses of death among your members? —.

Amount so expended during the year 1889, \$—.

32. What is the annual cost per member of maintaining your organization? \$—.

33. Is there a library or reading room maintained for the use of your members? —.

34. What efforts are made for the social or educational development or for the recreation of your members? —.

35. What coöperative enterprises have been inaugurated by your members? —.

IN GENERAL.

36. What influence, if any, has "convict labor" had upon your trade? —.

37. How, in your opinion, should the labor of convicts be utilized? —.

38. What effect, if any, does foreign immigration have upon your trade? —.

39. What well-defined advantages have accrued to your membership as a result of organization? —.

40. Is the tendency towards an increase in the number and efficiency of organization in your trade? —.

41. What legislation, if any, would be of advantage to your trade? —.

On June 1, 1890, after consulting with several prominent members of the various organizations of railway employés, I modified the foregoing circular to adapt it to the conditions surrounding railway labor, and forwarded copies to each local division of brakemen, conductors, engineers, firemen and switchmen in the State. The changes in the circular were very trifling. In the first eleven questions no change was made. Question 12 read as follows: "How are wages paid—by the mile, the day, the trip, or otherwise?" The following are the only other questions changed:

13. What were the average wages per day during the past year, and what were the average monthly earnings of men of each class?

PASSENGER.

<i>Class.</i>	<i>Rate per day.</i>	<i>Average per month.</i>
First.....
Second.....
Third.....

FREIGHT.

<i>Class.</i>	<i>Rate per day.</i>	<i>Average per month.</i>
First.....
Second.....
Third.....

14. Give, as near as possible, the rate of monthly wages that has been paid to the same classes for a series of years past:

PASSENGER.

<i>Class.</i>	1889.		1888.		1887.		1886.		1885.	
	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.
First.....
Second.....
Third.....

FREIGHT.

<i>Class.</i>	1889.		1888.		1887.		1886.		1885.	
	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.	Dollars.	Cts.
First.....
Second.....
Third.....

16. How many hours, or what number of miles, constitute a day's work in your trade? —.

17. About how many hours are there in an ordinary week's run? —.

18. How many months in the year can your members usually obtain employment? —.

24. How many years must a green hand serve before being admitted to full membership? —.

30. How much do you pay a member who becomes totally disabled? \$——.

32. What is the annual cost per member of maintaining your organization, including life and accident insurance? \$——.

These questions brought replies from 35 of the 54 trades unions to whom they were sent; from 25 of the 45 Knights of Labor Assemblies, and from 43 of the 69 railway organizations. All of these replies that possibly could be utilized have found place in the following tables; many of them, however, are imperfect.

Some of the organizations had not been in existence long enough to answer, and some of the questions that probably might have been answered were left blank. Still, much useful information has been gathered, and the deductions from the detail tables present a summary which cannot fail to prove valuable for purposes of future reference.

Most of the trades unions are connected with National or International organizations of their respective trades, and, in addition, are indirectly affiliated with the American Federation of Labor, which is a representative congress of all departments of skilled labor. This body holds annual conventions, and is yearly growing in influence. A State organization for Kansas was effected last July, and a majority of the trades unions of the State are in affiliation.

The American Federation of Labor was instituted in Pittsburgh, Pa., November 15, 1881, and has since that date held annual conventions in the chief cities of the country—the last taking place in December, 1890, in the city of Detroit. Its purpose is—*First*, A free federation of all trades and labor unions in America; *second*, the establishment of self-governing unions of wage-workers in every trade and legitimate occupation, without exception, where none now exist; *third*, the formation of public opinion by the agencies of platform, press, and legislation.

The Knights of Labor are also an international organization. The order was founded in the city of Philadelphia, in 1869, by Uriah S. Stevens, a tailor. Between the "assembly," as the local body is called, and the General Assembly, in which is vested the governing power of the order, intervenes the National Trades, the District, and the State assemblies. Locals may attach themselves directly to the General Assembly, or they may become part of a national trades, a district, or a State assembly. The National Trades Assembly is composed of locals whose members are engaged in the same occupation, and which are usually scattered through a number of States. The District Assembly may be made up of mixed assemblies whose members follow almost every vocation, except law, banking, and saloon-keeping, which are prohibited. These district assemblies may be attached directly to the General Assembly, the State Assembly only having jurisdiction over its own locals. Trades unionists may individually become members of the Order of Knights of Labor, or union workmen may organize a local assembly composed of men of their own trade; but this often leads to a divided authority, and has in some instances created trouble between the national organizations.

RAILWAY ORGANIZATIONS.

As long ago as 1863, the first national organization of railway employés was effected among the engineers. This has now become an international body, with 454 local divisions in the United States and Canada, composed of an aggregate of 28,000 members. About 10,000 carry life insurance of either \$1,500 or \$3,000. The order provides that the subdivisions in each State shall form a legislative board, which shall have power to take charge of all matter coming before the legislature wherein the interests of the order are involved; and this board shall convene at the State capital upon the call of the chairman. Each subdivision is entitled to representation upon this board. No locomotive engineer can become a member of this society until he resigns membership in all other labor organizations, except that of locomotive firemen; and he must take a policy of life insurance in the Locomotive Engineers' Mutual Insurance Association, provided he is not barred by reason of age or physical disability.

The Order of Railway Conductors was instituted at Mendota, Ill., July 6, 1868. It now has 271 local divisions, with about 15,000 members. There is an optional insurance feature connected with the organization; about one-half the membership is insured, and \$2,500 is paid in cases of death or total disability.

The Brotherhood of Locomotive Firemen of the United States and Canada was organized December 1, 1873, and now has 422 lodges, with a total membership of between twenty and thirty thousand.

The Brotherhood of Railroad Brakemen dates its institution at Oneonta, New York, September 23, 1883. Its name has recently been changed to The Brotherhood of Railroad Trainmen, and conductors are now eligible to membership. It has nearly 400 lodges, with 20,000 members, and pays \$1,000 on account of death or total disability.

The Switchmen's Mutual Aid Association of North America was organized March 2, 1886. On July 1, 1890, it had 117 lodges, with 4,865 members. It pays \$900 in case of death or total disability.

The International Brotherhood of Railway Conductors was organized at Los Angeles, Cal., in November, 1888. It now has over 90 divisions and 4,000 members. It pays \$1,000 in case of death or total disability.

The United Order of Railroad Employés is an alliance for mutual support and protection of four societies, namely, the Brotherhood of Trainmen, Locomotive Firemen, Brotherhood of Railway Conductors, and the Switchmen's Mutual Aid Association. It maintains a supreme council, composed of three of the grand officers of each of the above-named societies, making twelve men; each organization having one vote. To this council, as a last resort, all questions affecting the interests of members of any of the societies named are submitted. For instance, a brakeman conceives that an injustice has been done him by the company which employs him, and complains to his lodge. The matter is placed in the hands of the local grievance committee,

who interview the train-master or division superintendent, as the case may be. If the case is not settled then, it is turned over to the chairman of the general grievance committee, who endeavors to have it settled by the general superintendent or the general manager. If these efforts fail, the matter is placed in charge of the grand officers of his society, and if they do not succeed it is referred to the chairman of the supreme council, and before final action is taken the four orders must unanimously indorse it. It is needless to say that few cases get beyond the local committee. During the year 1890, but eighteen cases reached the supreme council, and seventeen of these were amicably adjusted, to the satisfaction of the orders represented; the other was dropped on account of "color line," but an understanding was arrived at. It is gratifying to note that there is a growing disposition on the part of the managers of our great trunk lines of railway to foster and promote the work of these various orders of employés, as they are demonstrating that their tendency is toward the development of a more efficient grade of service, and a lessening of the friction which is bound to prevail where large bodies of men are employed, and where foremen and numerous other petty officials are too often disposed to act tyrannically and unjustly.

A notable instance of this new departure in the conduct of railroad affairs was furnished by the Santa Fé last summer, when after a lengthy conference, a comprehensive agreement was entered into between the management and the men engaged in train service. The September, 1890, number of the *Trainmen's Journal* thus alludes to the matter:

A VALUABLE AGREEMENT.

The recent agreement between the trainmen of the Atchison, Topeka & Santa Fé and the company is a valuable one, and the employés whose persistent and determined efforts secured it have reason to be proud of their work. It is profitable to pay good wages to the toilers, for it secures cheerful, and therefore valuable and satisfactory labor in return. A stingy investment is the poorest investment, and a liberal one is always the most profitable. The new agreement will prove to be of mutual benefit to both parties who entered into it.

This agreement went into effect August 1, and provides that passenger conductors on Eastern, Middle, Southern Kansas, Southern and Western Divisions, shall receive \$125 per month, and passenger brakemen \$60 per month; for New Mexico and Rio Grande, conductors, \$130; brakemen, \$65 to \$70; freight conductors on local trains will receive \$90 per month of 26 days, and brakemen \$60. On runs admitting of mileage rating, conductors receive 3 cents per mile and brakemen 2 cents per mile, on Eastern, Middle, Southern Kansas, Southern and Western Divisions; on New Mexico and Rio Grande, conductors from $3\frac{1}{2}$ to $3\frac{1}{2}$, and brakemen from $2\frac{1}{2}$ to $2\frac{1}{2}$ cents per mile. In addition to the schedule of wages, of which we have given but a general idea, there are a number of sections covering important points, as follows:

4. On all freight runs of less than 100 miles requiring more than 10 hours to make the run, overtime will be paid if the hours used on the trip exceed 12 hours, in which case all overtime exceeding 10 hours will be paid 30 cents per hour for conductors, and 20 cents per hour for brakemen. On all freight runs exceeding 100 miles, trainmen will be paid overtime for all time used to complete the trip in excess of an average speed of 10 miles per hour at the above rates.

5. Trainmen required to remain on duty over thirty minutes with their train after arriving at a main-line terminal station, shall be paid at the rate of 10 miles per hour.

6. In computing overtime, no fraction of an hour less than 30 minutes will be counted. Any fraction of an hour over 30 minutes will be counted one hour.

7. Any conductor or brakeman running less than 100 miles in 24 hours on freight or extra-passenger service or special trains will be paid the same as if 100 miles had been run, and, in addition, for any overtime earned under article 4.

8. Pilots on Raton Mountain, and other helper service, will receive \$70 per calendar month, 12 hours constituting a day's work; overtime at 25 cents per hour after 12 hours. Other pilots to receive conductors' pay, according to the division on which they are employed.

9. Turn-arounds in stock service will be paid under sections 4 and 7.

10. Short turn-arounds, made within 24 hours, where mileage is less than 100 miles, will be allowed 100 miles; and where more than 100 miles is made, actual mileage will govern, except as provided under article 9.

11. Freight or passenger crews making extra trips in addition to their regular assigned runs will be allowed extra time upon the basis of pay allowed other crews in similar service.

12. Crews dead-heading under orders will be paid one-half their regular rates.

13. Crews not assigned to regular runs will be run first in first out. In ordering crews, the first crew will run the train, the next crew dead-heading when dead-head service is required, the dead-head crew being ahead of the crew with whom they dead-head on reaching the terminal of that run.

14. When crews run over more than one division the assignment of crews to the through runs will be made, as near as practicable, on the basis of mileage of each division.

15. Where crews are compelled to double hills as a regular service, such crews will be allowed the extra mileage made; for example, if a hill is five miles long, an allowance of ten miles, in addition to the length of the division, will be allowed. Mileage for doubling hills under any other circumstances will not be allowed, except at the discretion of the division superintendent.

16. Main line freight-train men will be called at division or terminal stations by train-caller, who will be provided with a book in which the men called shall enter their names, together with the time they are called. The district within which trainmen will be called will be established by the division superintendent, but shall not, in any case, exceed three-quarters of a mile from the calling office. The working time of all trainmen will commence within one hour after they have signed caller's book.

17. When trainmen are called, and for any reason, other than their own acts, do not go out, if held on duty less than six hours, they will be paid one-half day and stand first out. If held more than six hours, they will be paid one day and go behind other crews at that point.

18. A trainman attending court at the request of an official of the company will be paid the same rate he would have been entitled to had he remained on his run, and if away from his home station, in addition thereto his legitimate expenses.

19. When a change of divisions or train runs require trainmen to change their place of residence, they will be furnished free transportation for their families and household goods to their new place of residence.

20. Trainmen will be notified when time is not allowed as per trip report.

21. The assignment of brakemen will be made in accordance with the judgment of the division superintendent, subject to the provisions of article 23.

22. Conductors and brakemen will not be dismissed or suspended from the company's service without just cause. In case of suspension or dismissal, if any employé thinks his sentence unjust, he shall have the right within ten days to refer his case by written statement to the division superintendent. Within ten days of the receipt of this notice his case shall have a thorough investigation by the proper officers of the railroad company, at which he may be present, if he so desires, and also be represented by any disinterested employé of his grade. In case he shall not be satisfied with the result of said investigation, he shall have the right to appeal to the general superintendent and to the general manager. In case suspension or dismissal is found to be unjust, he shall be reinstated and paid for all time lost.

23. All employés will be regarded as in line of promotion, dependent upon the faithful discharge of duties, capacity for increased responsibility, and term of service. Superintendents are keeping a record of employés on their respective divisions, in which are entered their merits, demerits, and term of service. Upon such record, promotions will be based. Reductions in forces will be made at the discretion of the division superintendent, in the order of promotions. Every employé should understand that it is his privilege and duty to make written appeals to his division superintendent whenever by promotions, reductions, or assignments, he deems an injustice has been done him.

24. Any employé will be dismissed without hearing in case of intoxication, insubordination, and collisions. Nothing in this article shall be construed as preventing the company from employing experienced men when the good of the service requires it. Any employé believing himself to be improperly treated under these rules and regulations shall have the right of appeal to the general superintendent and general manager.

25. All schedules, rules and regulations in conflict with these now adopted are void. No change will be made from these schedules and rules without reasonable notice.

By referring to that part of Table No. 3 devoted to railroad employés, it will

be seen that the Emporia division of conductors report the pay of passenger conductors as \$4.50 per day; this would give \$117 per month of 26 days, against \$125 paid since the new agreement took effect; while freight conductors now receive \$90 instead of \$78. The highest reported wages paid to brakemen is \$52 per month, against \$60 paid under the new arrangement. But the chief merit of this agreement lies in the adjustment of details, as shown in the schedule. It seeks to settle the vexed question of overtime, and the thousand and one incidents which are constantly happening in the running of trains, and which have heretofore been fruitful causes for dissatisfaction. In a word, it substitutes system where in the past there has been more or less confusion. It would seem that this action on the part of the Santa Fé might be profitably followed by other railroad corporations.

TABLE NO. 1.

TRADES UNIONS, showing name, location, date of organization, number of charter members, and present membership.

<i>Name of organization.</i>	<i>Location.</i>	<i>Date of organization.</i>	<i>No. of charter members.....</i>	<i>Present membership.....</i>	<i>Percent of trade organized.....</i>	<i>Connected with State, National or International organizations.</i>
TRADES UNIONS.....			557	1289	79	
<i>Brickmasons.....</i>			26	43	66	
Bricklayers' Union No. 3.....	Topeka.....	Sept., 1889	26	43	66	Internat.
<i>Carpenters.....</i>			83	206	55	
United Brotherhood Carpenters and Joiners of America No. —.....	Atchison.....	April, 1887	17	12	10	National.
United Brotherhood Carpenters and Joiners of America No. 66.....	Concordia.....	Sept., 1888	13	35	90	National.
United Brotherhood Carpenters and Joiners of America No. —.....	Hutchinson...	Mar., 1888	27	122	75	National.
United Brotherhood Carpenters and Joiners of America No. —.....	Kansas City...	1.....				—
United Brotherhood Carpenters and Joiners of America No. 499.....	Leavenworth..	Feb., 1889	17	37	50	National.
United Brotherhood Carpenters and Joiners of America No. —.....	Oswego.....	July, 1889	9		50	National.
<i>Cigarmakers.....</i>			29	58	96	
Cigarmakers' Union No. 56.....	Leavenworth..		10		99	Internat.
Cigarmakers' Union No. 36.....	Topeka.....	Nov., 1881	7	30	90	Internat.
Cigarmakers' Union No. 286.....	Wichita.....	Jan., 1886	12	28	100	Internat.
<i>Lathers.....</i>			14	32	66	
Lathers' Union No. 1.....	Topeka.....	June, 1889	14	32	66	—
<i>Machinists.....</i>			39	89	68	
Machinists' Union No. —.....	Horton.....	April, 1889	12	22	90	National.
Waverly Union No. 19.....	Nickerson.....	May, 1889	12	19	66	National.
Machinists' Union No. —.....	Topeka.....	May, 1888	15	48	50	National.
<i>Molders.....</i>			26	60	96	
Iron Molders' Union No. —.....	Fort Scott.....	Aug., 1885	6	20	100	National.
Iron Molders' Union No. —.....	Leavenworth..	2.....				—
Iron Molders' Union No. 249.....	Parsons.....	May, 1881	8	30	90	National.
Iron Molders' Union No. 163.....	Topeka.....	Aug., 1884	12	10	100	National.

¹ Lapsed.

² "The Molders' Union here is defunct."

TABLE NO. 1—CONTINUED.

TRADES UNIONS, showing name, location, date of organization, number of charter members, and present membership.

Name of organization.	Location.	Date of organization.	No. of charter members.....	Present membership.....	Percent of trade organized.....	Connected with State, National or International organizations.
Packing-house men.....			98	300	90	
Packing-House Men's Protective Union No. 5047.....	Kansas City...	April, 1890	98	300	90	National.
Plasterers.....			25		80	
Plasterers' National Union.....	Topeka.....	May, 1889	25		80	National.
Plumbers.....					80	
Plumbers' and Steam-Fitters' Union No. 28.....	Topeka.....	May, 1889			80	National.
Pressmen.....			7	20	100	
Pressmen's Union No. 35.....	Topeka.....	Sept., 1887	7	20	100	National.
Stonecutters.....			82	32	75	
Stonecutters' Union.....	Hutchinson.....	Aug., 1889	25	8		National.
Stonecutters' Union.....	Topeka.....	Mar., 1888	57	25	75	National.
Tailors.....			17	182	90	
Tailors' Protective Union.....	Atchison.....	May, 1884		127	96	National.
Tailors' Union No. 9.....	Leavenworth.....	Nov., 1889	7	18	85	National.
Tailors' Union No. —.....	Topeka.....	Aug., 1888	40	37	90	National.
Typographical.....			81	267	68	
Typographical Union No. 113.....	Atchison.....	1879	9	30	100	Internat.
Typographical Union No. 243.....	Hutchinson.....	Mar., 1888	13	25	15	Internat.
Sunflower Typographical Union No. 157.....	Kansas City.....	May, 1889	12	15	40	Internat.
Typographical Union No. 45.....	Leavenworth.....	Oct., 1887	15	31	66	Internat.
Typographical Union No. 121.....	Topeka.....	Dec., 1869	7	108	90	Internat.
Typographical Union No. 148.....	Wichita.....	Nov., 1886	25	58	95	Internat.

¹ "All the employers of tailors in Topeka, that we have any desire for, have signed our bill of prices—five in all. There are a number of bosses who employ one or two men and girls, who have not been asked to sign. Then there are the 'London and American Tailors,' who style themselves 'custom tailors,' but their trade is nothing more nor less than 'ready-made' right here at home; and their work is turned out on a regular 'sweating' system. One man takes a contract for all the coats, and hires girls, and makes them for so much apiece all around—five dollars—and makes about twelve or fifteen of them a week with five or six girls. In our stores these coats sell for \$7.50 to \$15 apiece; and with pantaloons it is quite as bad."

In analyzing that part of Table No. 1 devoted to trades unions, it may be well at the start to show what proportion of these unions are represented, and the steps taken to obtain the information. The following table will explain:

NUMBER OF UNIONS TO WHOM BLANKS WERE SENT.

	No. sent.	No. answering.	No. not answering.
Brickmasons.....	1	1	
Carpenters.....	8	6	2
Cigarmakers.....	4	3	1
Coopers.....	1		1
Hod-carriers.....	1	1	
Lathers.....	1	1	
Machinists.....	6	3	3
Molders.....	4	4	
Packing-house men.....	1	1	
Plasterers.....	1	1	
Pressmen.....	1	1	
Stationary engineers.....	6	2	4
Stonecutters.....	4	2	2
Stonemasons.....	2		2
Tailors.....	6	3	3
Typographical.....	7	6	1
Totals.....	54	35	19

From the above table it will be seen that blanks were sent to 54 unions. Thirty-five of these unions answered, and 19 failed to do so. Of the 35 answering, one carpenters' union, one molders' union, two stationary engineers' and one hod-carriers'—5 in all—reported that their unions had ceased to work, although two of them—the carpenters' and the molders'—answered several of the questions which have been incorporated in the tables. Of the 19 not replying, one—the coopers'—had but recently organized, and was not prepared to report for the period covered by the blank. The Bureau has been informed by former members that the two stonecutters' unions failing to report have ceased to work. The four unions of stationary engineers are disbanded, as will be seen by the letters published in connection with this part of our report. The typographical union not reporting has surrendered its charter, and it is probable that one at least of the stonecutters' unions is no more. This disposes of 9 of the 19 unions, and leaves at most only 10 of the active unions of the State not included in the table. From information recently received by the Bureau, however, there is reason to hope that the State Stationary Engineers' Association will shortly be reestablished upon a permanent basis.

Assuming that thirty "live" unions are included in the table, and that ten more are not included, it will show that there are forty of this class of unions existing throughout the State, and a glance through the table will show that all parts of our commonwealth are fairly well represented.

The first union (the Typographical, of Topeka) was organized in 1869 with seven charter members, and now has 108. The total charter membership of twenty-nine unions was, as shown at top of table, 557; the present membership of twenty-seven (the Leavenworth Cigarmakers and Topeka Plasterers do not answer this question) is 1,289, an increase of 732, or upwards of 131 per cent. Nineteen are connected with National and ten with International organizations—the bricklayers, the cigarmakers, and the compositors belonging to International societies, and the others to National.

The present membership of the 27 unions answering the question ranges all the way from 8 to 300, the total being 1,289 and the average nearly 48. Assuming a total of 40 unions in the State, this would show a membership of 1,920, which is a very conservative estimate. Answering question No. 9, which reads as follows, "What proportion of all the workmen of your trade in your locality belong to the union?" the typographical unions give all the way from 15 to 100 per cent., the average being 68; this is the lowest *trade* average, and it ranges up to 100 per cent., as estimated by the pressmen. The general average for all the trades reporting shows that 79 per cent. of the local mechanics belong to their trades-unions. It is hardly fair, however, to estimate the influence of these unions by their actual membership, as wherever one exists it is a powerful factor in upholding wages for all working at the trade, even though they may not be members; and in the smaller towns the presence of a few mechanics, who have been members of their trades-

union in other localities, is apt to be felt, and wages, in time, become more equitably adjusted.

TABLE NO. 1—CONTINUED.

KNIGHTS OF LABOR, showing name, location, date of organization, number of charter members, and present membership.

<i>Name of organization.</i>	<i>Location.</i>	<i>Date of organization.</i>	<i>No. of charter members.</i>	<i>Present membership.</i>	<i>Percent of trade organized.</i>	<i>Connected with State, National or International organizations.</i>
KNIGHTS OF LABOR.....			439	566	37	
Dawn of Light L. A. 3647.....	Armourdale.....	April, 1884		101	10	Internat.
Equal Rights L. A. 5994.....	Americus.....	Mar., 1886	21	11		Internat.
	Arkansas City.....	1				
Conqueror L. A.	Canton.....	Sept., 1886	13	24		Internat.
Unity L. A.	Ellsworth.....	June, 1888	48	55	50	Internat.
Prosperity L. A. 2539.....	Girard.....	Mar., 1883	10	29	20	Internat.
— L. A. 1889.....	Herington.....	Dec., 1889	2			Internat.
Lily of the Valley L. A. 1848.....	Horton.....	Dec., 1889	56	72	75	Internat.
Reno L. A. 2894.....	Hutchinson.....	3				
White Rock L. A. 349.....	Pawnee township.....	Feb., 1889	22	15		Internat.
LaCygne L. A. 7201.....	La Cygne.....		17	4		
Leavenworth L. A. 3809.....	Leavenworth.....	May, 1885	49	20		Internat.
Little River L. A. 9058.....	Little River.....	Nov., 1886	25	15	66	Internat.
Marion L. A. 2193.....	Marion.....	April, 1886	14	40	33	Internat.
Temple of Liberty L. A.	Minersville.....	Mar., 1882	32	63	80	Internat.
L. A. 7061.....	Neosho Falls.....	April, 1886	50	5		
Newton L. A.	Newton.....	6				Internat.
L. A. 7479.....	Norway.....	7				
L. A.	Parsons.....	Feb., 1883	20	20	01	Internat.
Peabody L. A. 99.....	Peabody.....	Sept., —	16	56	10	Internat.
Richland L. A.	Richland.....	8				
Smith Center L. A. 1249.....	Smith Center.....		14	27		Internat.
Solomon Valley L. A. 9044.....	Solomon City.....	Feb., 1890	10	8		Internat.
L. A. 2325.....	Topeka.....	9				Internat.
L. A. 8063.....	Toronto.....	June, 1886	22	18	33	Internat.

¹ "We had no Assembly here in 1889; we had had an Assembly, but it lapsed, and we were reorganized January 4, 1890."

² "We were only organized in December, 1889, and did not get our charter and goods until the last of January, 1890."

³ "Our Assembly has not been in working order for more than a year."

⁴ "Our Local Assembly has been defunct for more than a year."

⁵ Lapsed.

⁶ Not organized in 1889. "We should esteem it a privilege worthy of our gratitude to cooperate faithfully with the State authority in any practical effort to secure for productive industry just remuneration."

⁷ "Would be glad to furnish you the information you desire, if it were in my power so to do, but inasmuch as this Local Assembly has not had a meeting for one year and over, I cannot report the existence of a lodge here."

⁸ Just organized.

⁹ See letter in "Remarks."

The foregoing table represents 25 local assemblies of the Knights of Labor. Blanks were sent to 45, which was all the addresses the Bureau was able to obtain. All of the local assemblies attached to the State Assembly are included. There are, in addition to the State Assembly, to which local assemblies are attached, district assemblies 69, 117, 82 and 135 (coal miners). From these district assemblies, but few addresses were obtained, and the Bureau has no means of knowing how many of such attached locals there are. Of the 45 blanks sent out, replies were received from 25. From 16 nothing was heard, although they were written to three times; three blanks were returned from the postoffice, with the information that "there is no such person or organization;" one was received too late to be included in the tabulation. Of those locals included in the table, four report that they have lapsed; two of these, however, make answer to some of the questions, and all are included. One local re-

fuses to answer, and gives the reason, which will be found under the head of "Remarks;" four locals were organized too late to answer the questions for the time covered by the blank. Seventeen locals report a charter membership of 439. Fourteen of these answer both as to charter and present memberships. The aggregate gain was from 362 to 465, or about 22 per cent. Fifteen locals report an aggregate of 566 members, an average to each local reporting of 37. The average present membership for those locals reporting charter and present membership is 35. Ten locals report the proportion of workmen in the locality which are in the organization; this varies from 1 to 72 per cent., and the average is 37 per cent.

TABLE NO. 1—CONTINUED.

RAILROAD MEN, showing name, location, date of organization, number of charter members, and present membership.

Name of organization.	Location.	Date of organization.	No. of charter members.....	Present membership.....	Per cent. of trade organized.....	Connected with State, National or International organizations.
RAILROAD MEN			493	1214	78	
<i>Brakemen</i>			72	96	67	
Division No. 276.....	Chanute.....	Jan., 1889	16	16	33	National.
Division No. 254.....	Dodge City.....	Jan., 1887	20	35	75	National.
Division No. 53.....	Emporia.....	Feb., 1888	14	18	.....	National.
Division No. 327.....	Goodland.....	Sept., 1882	.....	.....	90	National.
Division No. 307.....	Hoisington.....	..... 1889	10	9	75	National.
Division No. 277.....	Horton.....	Jan., 1889	12	18	50	National.
Division No. 96.....	Nickerson.....	.....	.....	.....	80	National.
<i>Conductors</i>			57	63	56	
Division No. 50.....	Arkansas City.....	Mar., 1890	14	20	50	Internat.
Division No. 60.....	Emporia.....	Dec., 1890	43	43	62	Internat.
<i>Engineers</i>			165	522	94	
Division No. 396.....	Argentine.....	Sept., 1888	15	30	.....	National.
Division No. 364.....	El Dorado.....	Sept., 1887	10	42	90	National.
Division No. 141.....	Ellis.....	Mar., 1884	.....	48	100	National.
Division No. 130.....	Emporia.....	.....	.....	.....	.....	National.
Division No. 261.....	Herington.....	Jan., 1888	14	32	100	National.
Division No. 433.....	Hoisington.....	Jan., 1890	9	14	100	National.
Division No. 412.....	Leavenworth.....	Nov., 1888	11	20	80	National.
Division No. 271.....	Neodesha.....	Mar., 1885	7	34	90	National.
Division No. 416.....	Newton.....	Feb., 1889	17	42	100	National.
Division No. 336.....	Osawatomie.....	Mar., 1887	30	43	90	National.
Division No. 214.....	Ottawa.....	..... 1880	25	60	95	National.
Division No. 179.....	Parsons.....	June, 1873	11	52	90	National.
Division No. 234.....	Topeka.....	.....	.....	60	90	National.
Division No. 344.....	Wellington.....	May, 1886	16	45	99	National.
<i>Firemen</i>			118	386	82	
Division No. 313.....	Armourdale.....	Dec., 1873	.....	17	.....	National.
Division No. 154.....	Chanute.....	Mar., 1883	13	19	50	National.
Division No. 347.....	Dodge City.....	Mar., 1887	7	18	87	National.
Division No. 329.....	Downs.....	Aug., 1886	8	13	75	National.
Division No. 369.....	El Dorado.....	July, 1886	22	29	75	National.
Division No. 33.....	Emporia.....	..... 1876	.....	35	80	National.
Division No. 153.....	Fort Scott.....	Mar., 1883	7	29	100	National.
Division No. 374.....	Herington.....	Nov., 1887	7	29	90	National.
Division No. 376.....	Horton.....	Dec., 1887	7	27	75	National.
Division No. 330.....	Kansas City.....	Dec., 1873	4	31	66	National.
Division No. 336.....	Neodesha.....	Oct., 1886	8	27	90	National.
Division No. 258.....	Nickerson.....	June, 1884	14	24	90	National.
Division No. 24.....	Parsons.....	April, 1881	12	57	100	National.
Division No. 359.....	Wellington.....	June, 1887	9	31	87	National.
<i>Switchmen</i>			81	147	93	
Division No. 42.....	Argentine.....	May, 1887	20	30	100	National.
Division No. 16.....	Atchison.....	Aug., 1877	18	31	90	National.
Division No. 50.....	Emporia.....	Nov., 1887	11	25	100	National.
Division No. 10.....	Leavenworth.....	April, 1886	15	18	96	National.
Division No. 76.....	Newton.....	Mar., 1889	7	43	80	National.

In the foregoing table will be found the replies received from 43 of the 69 organizations of railroad men to which schedules were sent. The following tabulation shows the number of blanks sent and the answers received by each branch of railroad organizations:

<i>Occupation.</i>	<i>No. to whom blanks were sent.</i>	<i>No. replying.</i>
Brakemen	12	7
Conductors	3	2
Engineers	19	14
Firemen	26	14
Switchmen	9	6
Totals	69	43

From this, it will be seen that over 62 per cent. of the organizations addressed returned answers. Of these 43 replies, 42 were made use of, one having been organized too late to cover the time included in the blank. Thirty-five of the 43 give the number of charter members as 493. These same 35 organizations report a present membership of 1,054, an increase of over 113 per cent. Thirty-nine report present membership at 1,214, or an average of over 31 to each lodge or division. On this basis, the total membership of the 69 organizations to whom blanks were sent would be 2,139. According to the reports received, these organizations represent from 33 to 100 per cent. of the entire number of the men employed in their respective occupations in the localities where situated—the average being 78 per cent. The engineers come nearer having all of the trade organized than any other, reporting 94 per cent., followed by the switchmen with 93 per cent.; the firemen are third, with 82 per cent.; the brakemen have 67 per cent., and conductors 56 per cent.

TABLE showing growth of labor organizations from 1869 to July 1, 1890.

Organizations.	Number organized in—															Totals.	
	1869.	1873.	1876.	1877.	1879.	1880.	1881.	1882.	1883.	1884.	1885.	1886.	1887.	1888.	1889.		1st 6 mos. of 1890.
Trades unions:																	
Brickmasons.							1					1			1		1
Cigarmakers.																	2
Carpenters.												1	2		2		5
Lathers.													1		1		1
Machinists.														1	2		3
Molders.							1			1	1						3
Packing-house men,																1	1
Plasterers.															1		1
Plumbers.															1		1
Pressmen.													1				1
Stonecutters.														1	1		2
Tailors.															1	2	3
Typographical.	1				1							1	1	1	1		6
Knights of Labor.								1	2	1	1	6			1	3	16
Railroad men:																	
Brakemen.								1					1	1	3		6
Engineers.		1				1				1	1	1	2	3	1	1	12
Firemen.		2	1				1		2	1		3	4				14
Switchmen.				1								1	2		1		5
Totals.	1	3	1	1	1	1	3	2	4	4	3	13	12	11	20	3	83

The 83 unions, assemblies and divisions reporting date of organization as shown in the foregoing table, cover a period of 20 years. A trifle over 71 per cent. of the number, however, were organized between the years 1886 and 1890. The table shows conclusively that the work of organization is progressing steadily. The Topeka Typographical Union is the oldest, and three unions are but six months old.

The 27 trades unions who report the membership at date of organization and the present membership, show an increase equaling 131 per cent; the 14 Knights of Labor local assemblies who answer both questions show a gain of about 22 per cent.; and the 35 organizations of railway employes, a gain of 113 per cent. An average of 79 per cent. of the members of the trades reporting were union workmen in the localities represented, as were also 37 per cent. of the Knights of Labor and 78 per cent. of the railway organizations.

The next table, No. 2, shows the family conditions, and the relations of members in regard to citizenship:

TABLE NO. 2.

TRADES UNIONS, showing number having families, owning and renting homes, and citizenship.

Occupation and location.	Membership	Have family.		Have family and own homes.		Have family and rent homes.		No. of members citizens of U. S.	No. of members not citizens of U. S.	Per cent. of members citizens of U. S.
		Number	Per ct. of membership	Number	Per ct. of families	Number	Per ct. of families			
TRADES UNIONS.....	1289	676	53	210	31	466	69	1272	20	99
Brickmasons, Topeka.....	43	28	65	8	29	20	71	43	.....	100
Carpenters.....	206	172	79	38	23	134	77	206	.....	100
Atchison.....	12	10	83	3	30	7	70	12	.....	100
Concordia.....	35	33	94	24	73	9	27	35	.....	100
Hutchinson.....	122	96	79	.....	.....	96	100	122	.....	100
Kansas City.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Leavenworth.....	37	24	65	6	25	18	75	37	.....	100
Oswego.....	.....	9	.....	5	55	4	45	.....	.....	100
Cigarmakers.....	58	30	27	12	40	18	60	92	.....	100
Leavenworth.....	.....	14	.....	4	28	10	72	34	.....	.....
Topeka.....	30	10	33	5	50	5	50	30	.....	100
Wichita.....	28	6	21	3	50	3	50	28	.....	100
Lathers, Topeka.....	32	7	22	2	29	5	71	32	.....	100
Machinists.....	89	52	58	20	39	32	61	88	1	98
Horton.....	22	11	50	5	45	6	55	22	.....	100
Nickerson.....	19	11	58	5	45	6	55	18	1	95
Topeka.....	48	30	62	10	33	20	67	48	.....	100
Molders.....	60	52	87	19	37	33	63	60	.....	100
Fort Scott.....	20	15	75	3	20	12	80	20	.....	100
Leavenworth.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Parsons.....	30	30	100	12	40	18	60	30	.....	100
Topeka.....	10	7	70	4	57	3	43	10	.....	100
Packing-house men, Kansas City,	300	170	57	45	27	125	73	300	.....	100
Plasterers, Topeka.....	.....	15	60	7	47	8	53	.....	.....	.....
Plumbers, Topeka.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Pressmen, Topeka.....	20	8	40	2	25	6	75	20	.....	100

TABLE NO. 2—CONTINUED.

TRADES UNIONS, showing number having families, owning and renting homes, and citizenship.

Occupation and location.	Membership	Have family.		Have family and own homes.		Have family and rent homes.		No. of members citizens of U. S.	No. of members not citizens of U. S.	Per cent. of members citizens of U. S.
		Number	Per ct. of membership	Number	Per ct. of families	Number	Per ct. of families			
<i>Stonecutters</i>	32	27	84	7	26	20	74	32	.....	100
Hutchinson.....	8	6	75	4	67	2	32	8	.....	100
Topeka.....	24	21	87	3	14	18	86	24	.....	100
<i>Tailors</i>	182	61	34	30	49	31	51	165	17	82
Atchison.....	127	22	17	11	50	11	50	127	.....	100
Leavenworth.....	18	11	61	7	64	4	36	15	3	83
Topeka.....	37	28	76	12	43	16	57	23	14	62
<i>Typographical</i>	267	54	34	20	37	34	63	234	2	99
Atchison.....	30	8	27	2	25	6	75	29	1	97
Hutchinson.....	25	10	40	5	50	5	50	25	.....	100
Kansas City.....	15	8	53	5	62	3	38	15	.....	100
Leavenworth.....	31	8	26	4	50	4	50	.....	.....	.....
Topeka.....	108	.....	.....	.....	.....	.....	.....	107	1	99
Wichita.....	58	20	34	4	20	16	80	58	.....	100

¹ Percentage of 159, number answering this question.

As shown in the last table, 676, or 52½ per cent. of the 1,289 members, had families. It may be proper to state that of the unions reporting their total membership, which aggregates 1,289, one, the Topeka Typographical Union, while reporting their present membership as 108, fail to say how many of their members had families; while, on the other hand, three unions say how many of their members had families, but do not give their present membership. These latter are the Leavenworth cigarmakers, 14 of whom have families; the Oswego carpenters, 9 families; and the Topeka plasterers, 15 families—a total of 38. Deducting these from 108 leaves 70 to be subtracted from 1,289, leaving 1,219. We have preferred, however, to use the figures at the top of the table (1,289) as a basis for our percentage, as it is easier understood, and does not materially affect the result. Thirty-one per cent., or 210 of the 676, owned their homes, while 466, or 69 per cent. of the families, lived in rented houses. Twelve hundred and seventy-two were citizens of the United States, or nearly 99 per cent., while 20 were not naturalized. The 20 and the 1,272 make a total of 1,292, three more than the total (1,289); but this discrepancy is accounted for from the fact that the Leavenworth cigarmakers state that 34 of their members are citizens of the United States, but fail to give their present membership; while, on the other hand, the Leavenworth Typographical Union say that their present membership is 31, but do not say how many are citizens. This leaves an excess of 3 in the "citizens" column, and accounts for the discrepancy. It is a noteworthy fact that only one per cent. of the membership of these unions is composed of men not American citizens; and this small number, 20 in all, is almost entirely confined to one trade, 17 out of the 20 being tailors. It is fair to presume that these 17 men are chiefly new-comers, and that it is their inten-

tion soon to become naturalized. That so many are American citizens, is a subject for congratulation to our Kansas trades-unionists.

TABLE NO. 2—CONTINUED.

KNIGHTS OF LABOR, showing number having families, owning and renting homes, and citizenship.

Occupation and location.	Membership	Have family.		Have family and own homes.		Have family and rent homes.		No. of members citizens of U. S.	No. of members not citizens of U. S.	Per cent. of members citizens of U. S.
		Number	Per cent. of membership	Number	Per cent. of families	Number	Per cent. of families			
KNIGHTS OF LABOR.....	566	436	77	183	42	253	58	515	51	91
Armourdale.....	101	75	74	30	40	45	60	75	26	75
Americus.....	11	10	91	6	60	4	40	11		100
Arkansas City.....										
Canton.....	24	20	83	6	30	14	70	24		100
Ellsworth.....	55	35	64	25	71	10	29	55		100
Girard.....	29	21	72	13	62	8	38	29		100
Herington.....										
Horton.....	72	42	58	21	50	21	50	48	24	66
Hutchinson.....										
Pawnee township.....	15	15	100	15	100			15		100
LaCygne.....										100
Leavenworth.....	20	18	90	2	11	16	89	20		100
Little River.....	15	10	67	5	50	5	50	15		100
Marion.....	40	35	87	9	26	26	74	40		100
Minersville.....	63	30	48	9	30	21	70	62	1	99
Neosho Falls.....		40		20	50	20	50			
Newton.....										
Norway.....										
Parsons.....	20	10	50	5	50	5	50	20		100
Peabody.....	56	40	71	5	12	35	88	56		100
Richland.....										
Smith Center.....	27	8	30	1	12	7	88	27		100
Solomon City.....		10		6	60	4	40			
Topeka.....										
Toronto.....	18	17	94	5	29	12	71	18		100

¹ Of assemblies reporting "membership."

In the foregoing table the number of locals reporting membership is 15, while the number reporting the membership that have families is 17. The two locals that do not report membership—one at Neosho Falls and one at Solomon City—give the number that have families as 50. This number added to the membership, 566, gives a total membership of 616 for consideration. Of this number 436, or about 71 per cent., have families. Of the 436 who have families 183, or 42 per cent., own their own homes, and 253, or 58 per cent., are renters. Of the 566 members 515, or 91 per cent., are citizens of the United States, and but three locals report any members who are not naturalized.

TABLE NO. 2 — CONTINUED.

RAILROAD MEN, showing number having families, owning and renting homes, and citizenship.

Occupation and location.	Membership.	Have family.		Have family and own homes.		Have family and rent homes.		No. of members citizens of U. S.	No. of members not citizens of U. S.	Per cent. of members citizens of U. S.
		Number.	Per ct. of membership.	Number.	Per ct. of families.	Number.	Per ct. of families.			
RAILROAD MEN.	1,214	811	67	293	36	436	54	1,211	3	99½
<i>Brakemen.</i>	96	49	51	12	24	37	76	96		100
Chanute.	16	8	50	3	37	5	63	16		100
Dodge City.	35	21	60	6	29	15	71	35		100
Emporia.	18	12	67	1	8	11	92	18		100
Goodland.										100
Hosington.	9	5	56	1	20	4	80	9		100
Horton.	18	3	17	1	33	2	67	18		100
Nickerson.										
<i>Conductors.</i>	63	45	71	11	22	34	78	63		100
Arkansas City.	20	18	90	3	17	15	83	20		100
Emporia.	43	27	63	8	30	19	70	43		100
<i>Engineers.</i>	522	363	76	167	46	161	57	522		100
Argentine.	30	25	83	5	20	20	80	30		100
El Dorado.	42	38	90	10	26	28	74	42		100
Ellis.	48	48	50	40	83	8	17	48		100
Emporia.										
Herington.	32	28	87	15	54	13	46	32		100
Hosington.	14	8	57	4	50	4	50	14		100
Leavenworth.	20	20	100	6	30	14	70	20		100
Neodesha.	34	31	91	31	100			34		100
Newton.	42	38	90	10	26	28	74	42		100
Osawatimie.	43							43		100
Ottawa.	60	35	58					60		100
Parsons.	52	50	96	36	72	14	28	52		100
Topeka.	60							60		100
Wellington.	45	42	93	10	24	32	76	45		100
<i>Firemen.</i>	386	259	67	70	233	142	67	383	3	99½
Armourdale.	17	10	59	7	70	3	30	17		100
Chanute.	19	16	84	5	31	11	69	19		100
Dodge City.	18	12	66	7	58	5	42	18		100
Downs.	13	10	77	5	50	5	50	13		100
El Dorado.	29	20	68	4	20	16	80	29		100
Emporia.	35	25	71					35		100
Fort Scott.	29	15	52	5	33	10	67	29		100
Herington.	29	15	52	8	53	7	47	29		100
Horton.	27	23	85			23	100	27		100
Kansas City.	31	11	35	1	9	10	91	31		100
Neodesha.	27	22	81					27		100
Nickerson.	24	18	75	11	61	7	39	24		100
Parsons.	57	42	74	12	29	30	71	57		100
Wellington.	31	20	65	5	25	15	75	28	3	90
<i>Switchmen.</i>	147	95	65	33	35	62	65	147		100
Argentine.	30	17	57	6	35	11	65	30		100
Atchison.	31	23	74	9	39	14	61	31		100
Emporia.	25	18	72	2	11	16	89	25		100
Leavenworth.	18	11	61	6	54	5	46	18		100
Newton.	43	26	60	10	38	16	62	43		100

¹ Of whole membership reported.² Percentage of 212—number answering this question.

Of the 1,214 railroad employes represented in the table, all but 103—Topeka and Osawatimie engineers—are included in the list from which the 811 who have families is compiled. The result of the tabulation shows that 73 per cent. of this number (1,111) have families. Analyzing the reports regarding those who own or rent homes, we find that of the 811 having families, 293 or 36 per cent. own homes, that 436 or 54 per cent. rent homes, and

that 82 or 10 per cent. do not answer the question. All but three, or one-quarter of one per cent., are citizens of the United States—a most gratifying exhibit for this large and influential body of wage-workers.

To recapitulate: Fifty-three per cent. of the trades unionists, 71 per cent. of the Knights of Labor, and 73 per cent. of the railway employés have families. Of this number, 31 per cent. of the trades unionists, 42 per cent. of the Knights of Labor, and 36 per cent. of the railway employés own their homes; and 99 per cent. of the members of the trades unions, 91 per cent. of the Knights, and 99 $\frac{1}{4}$ per cent. of the railway employés are American citizens.

Based upon the answer to question 12, which reads, "What were the average wages per day during the past year, and what were the average weekly earnings of men of each class?" the following table has been compiled. The average daily, weekly, or monthly wages have been used, and a computation made by reckoning the actual time worked to ascertain the yearly earnings. In the first division (trades unions proper), these trade earnings range all the way from \$172, in the case of the second-class Oswego carpenters, who were only able to obtain work at their trade for twelve weeks during the year, to a possible \$1,014, of the Kansas City, Kansas, compositors who earned from \$2.50 to \$4.00 per day, and could obtain work for the entire year. This union says that 85 per cent. of their members had regular employment, and that as they worked by the piece, the fastest type-setter received the largest pay (see foot-note 6, page —). The average of the daily wages, in making the estimate for the yearly earnings is \$3.25; this is probably too high, as it is reasonable to suppose that very few of the compositors earned four dollars per day, and that the large majority came nearer the minimum sum of \$2.50. While the table shows that 85 per cent. of their number were able to obtain regular work throughout the year, it is not probable that any of them worked every working-day, but in making up the table we can only follow the information given us, and show what it is possible for the earnings of the year to be.

A veteran Atchison printer makes the following statement which shows the yearly earnings of the average compositor in that city: "The average earnings of printers per day, when employed, is: Morning newspaper printers, \$3; evening newspaper and job printers, \$2.50, an average of \$2.75. Morning newspaper printers work an average of eight months a year, and evening newspaper and job printers eleven months."

TABLE NO. 3.
TRADES UNIONS, showing daily wages.

Occupation and location.	Subdivision of trade.	Wages per hour...	Av. wages per day..	Av. weeks steadily employed during year.....	Daily income from wages.....
<i>Brickmasons.</i>					
Topeka	First class.....	\$0 45	\$4 50	24	\$648 00
	Second class.....	40	4 00	24	576 00
	Third class.....	35	3 50	24	504 00
<i>Carpenters.</i>					
Atchison.....	First class.....		2 50	44	660 00
	Second class.....		2 00	44	528 00
	Third class.....		1 75	44	462 00
Concordia.....	Not graded.....		1 00	24	144 00
Kansas City.....	Not graded.....		2 50	30	450 00
Hutchinson.....	Not graded.....		2 25	36	486 00
Leavenworth.....	First class.....		2 50	32	480 00
	Second class.....		2 25	32	432 00
Oswego.....	First class.....		1 50	212	108 00
	Second class.....		1 00	12	72 00
<i>Cigarmakers.</i>					
Leavenworth.....	First class.....		2 50	40	600 00
	Second class.....		2 00	40	480 00
	Third class.....		1 00	40	240 00
Topeka	Hand and mould workmen:				
	First class.....		2 70	52	842 40
	Second class.....		2 00	52	624 00
Wichita	Not graded.....		2 00	{ 46 } { 50 }	4576 00
<i>Lathers.</i>					
Topeka	A No. 1—first class ⁵		3 00	36	648 00
	Good—second class.....		2 50	36	540 00
	"Jim crow"—third class.....		1 25	36	270 00
<i>Machinists.</i>					
Horton.....	First class.....		3 00	52	936 00
	Second class.....		2 85	52	889 20
	Third class.....		2 75	52	858 00
Nickerson.....	Journeymen.....		2 65	52	826 80
	Apprentices.....		1 50	52	468 00
Topeka	Not graded.....		2 50	52	780 00
<i>Molders.</i>					
Fort Scott.....	Not graded.....		2 75	52	858 00
Leavenworth.....					
Parsons.....	First class.....		3 00	50	900 00
	Second class.....		2 75	50	825 00
Topeka	Machinery moulders.....		2 50	40	600 00
	Stove moulders.....		2 50	40	600 00
	Brass moulders.....		2 50	40	600 00
<i>Packing-house men.</i>					
Kansas City.....	Tradesmen.....		2 50	52	780 00
	Mechanics.....		3 00	52	936 00
	Laborers.....		1 60	52	499 20
<i>Plasterers.</i>					
Topeka	Operative.....		3 00	30	540 00
	Honorary.....		2 75	30	495 00
	Apprentices.....		1 50	30	270 00
<i>Plumbers</i>					
Topeka	First class.....		3 60	45	972 00
	Second class.....		3 00	45	810 00
	Third class.....		2 50	45	675 00

¹ "First-class men, when they could work, about \$1.50 per day; about three-fourths time."

² "Not over 12 weeks—the last year—at home."

³ Wages for day of 8 hours; work is done by the piece.

⁴ Averaged at 48 weeks.

⁵ "In classing ourselves, the terms I have used are generally used. The 'jim-crow' would be apprentices in any other trade. Three-fourths of the lathers in Topeka come under the head of class three. Having adjourned from December, 1889, until April, 1890, prevents me from being as accurate as I should like."

TABLE NO. 3—CONTINUED.
TRADES UNIONS, showing daily wages.

Occupation and location.	Subdivision of trade.	Wages per hour...	Av. wages per day.	Av. weeks steadily employed during year.....	Yearly income from wages.....
<i>Pressmen.</i>					
Topeka	First class.....		\$2 50	52	\$780 00
	Two-thirds.....		2 00	52	624 00
<i>Stonecutters.</i>					
Hutchinson	First class ¹		3 50	48	1,008 00
Topeka	Not graded.....	\$0 45	23 60	31	669 60
<i>Tailors.</i>					
Atchison	Coats, pants, vest men, and weekly hands—average for all.....		2 50	30	450 00
Leavenworth.....	Not graded.....		2 25	{ 35 } 40	3506 25
Topeka	Coat makers, piece work ⁴		2 25	{ 35 } 40	3506 25
	Pantaloon makers, piece work.....		2 15	{ 35 } 40	3483 75
	Bushelmen, by week.....		{ 2 50 } 3 33	{ 35 } 40	3654 75
<i>Typographical.</i>					
Atchison	Morning newspaper		3 00	52	936 00
	Evening newspaper.....		2 50	52	780 00
	Job printing.....		2 50	52	780 00
Hutchinson	News printing.....		2 15	52	670 80
	Job printing.....		2 25	52	702 00
	Pressmen.....		3 00	52	936 00
	Book-binders.....		3 00	52	936 00
Kansas City.....	Piece compositors.....		{ 2 50 } 4 00	52	1,014 00
	Job compositors.....		{ 2 50 } 3 00	52	858 00
	Conditional members.....		1 16	52	361 92
	Apprentice members.....		1 50	52	468 00
Leavenworth.....	Compositors.....		2 00	52	624 00
	Job printers.....		2 50	52	780 00
Topeka	Pressmen.....		2 50	52	780 00
	"News," all piece work.....		3 00	50	900 00
	"Book," part piece work.....		2 50	50	750 00
	"Job," all time work.....		2 50	50	750 00
Wichita	Morning newspaper and stereotypers.....		{ 2 50 } 3 50	32	624 00
	Evening newspaper.....		{ 2 50 } 3 00	32	528 00
	Job men and pressmen.....		2 50	32	480 00

¹ "Only one rate of wages paid to members under 45 years of age; above that age, unless a member is worth the rate of wages, he is allowed to work for less."

² Wages for day of 8 hours.

³ Averaged at 37½ weeks.

⁴ "All work done by the piece, except one weekly man in the shop, called 'bushelman,' who is allowed not less than \$15 per week. . . . It is a common thing for the men to work 18 hours a day, and more, which must be done to make up for at least 4 months dull season which can be counted on, and during which the men do not make more than one-half time."

⁵ Average \$2.91.

⁶ Work 7 to 10 hours per day; 59 hours constitute a week of 6 days. "Compositors are paid 30 cents per 1,000 ems for newspaper work, and 32½ cents per 1,000 ems for book work, consequently the fastest or most rapid type-setter receives the largest pay."

⁷ Average \$3.25.

⁸ Average \$2.75.

⁹ Average \$3.25.

¹⁰ Average \$2.75.

The next table shows the average daily wages, compiled from reports received from the several unions, as well as the number of weeks during the year in which employment at the trade can usually be obtained, and the per cent. of membership having regular employment. In averaging the daily wages, it is assumed that the representatives of each class in a union are equal in the percentage of members obtaining steady work; but as the wages of apprentices are excluded, and the variation between first and second class

journeymen is as a rule very slight, the average is practically correct. For purposes of comparison, all unions are included which give the rate of wages; but in the *trade* averages, only those unions are considered which make full returns, and from these trade averages the general average at the top of the table is obtained. From these average daily or weekly wages, the yearly earnings are computed by multiplying the number of weeks in which employment was obtained. In the case of some unions this average may be too high (although compiled from the figures given by the union itself), while on the other hand it is probably in some instances too low. The average for the *trade*, however, as well as the general average, is fairly accurate for all who obtained steady employment. The table explains itself.

TABLE SHOWING UNION, TRADE AND GENERAL AVERAGES.

NOTE.—Trade averages are based upon only those unions making full reports.

Occupation and location.	Average daily wages.	Number weeks employment is usually obtained.	Having steady employment for weeks reported.		Average yearly earnings.
			Per cent.	Number.	
FOR ALL TRADES ¹	\$2 73	42½	78.3	77	\$676 55
Bricklayers.....	4 00	24	50	21½	576 00
Topeka.....	4 00	24	50	21½	576 00
Carpenters.....	2 37	32	66	24½	455 04
Atchison.....	2 08	44	.....	.....	.....
Concordia.....	1 00	24	.....	.....	.....
Kansas City.....	2 50	30	.....	.....	.....
Hutchinson.....	2 25	36	.....	.....	.....
Leavenworth.....	2 37	32	66	24½	455 04
Oswego.....	1 25	12	25	.....	.....
Cigarmakers.....	2 18	50	85	49	651 60
Leavenworth.....	² 2 25	40	66	.....	.....
Topeka.....	2 35	52	90	27	733 20
Wichita.....	2 00	48	80	22½	576 00
Lathers.....	2 25	36	.....	.....	.....
Topeka.....	2 25	36	.....	.....	.....
Machinists.....	2 67	52	82	69	831 08
Horton.....	2 87	52	100	22	895 44
Nickerson.....	² 2 65	52	80	15½	826 80
Topeka.....	2 50	52	66	32	780 00
Molders.....	2 71	47	62	44	773 00
Fort Scott.....	2 75	52	100	20	858 00
Leavenworth.....	.....	.....	.....	.....	.....
Parsons.....	2 87	50	75	22½	861 00
Topeka.....	2 50	40	10	1	600 00
Packing-house men.....	2 37	52	100	300	739 44
Kansas City, Kas.....	³ 2 37	52	100	300	739 44
Plasterers.....	2 87	30	75	.....	.....
Topeka.....	⁴ 2 87	30	75	.....	.....
Plumbers.....	3 03	45	100	.....	.....
Topeka.....	3 03	45	100	.....	.....
Pressmen.....	2 50	52	100	20	780 00
Topeka.....	⁴ 2 50	52	100	20	780 00

¹ This average is confined to bricklayers, carpenters, cigarmakers, machinists, molders, packing-house men, pressmen, stonecutters, tailors, and typographical, 10 in all, and representing all the trades where at least one union made full reports. Seven hundred and sixty-nine members made "full time," an average of 77 to each of the 10 unions.

² Apprentices, third class (\$1 per day), omitted.

³ Laborers at \$1.60 per day included.

⁴ Apprentices omitted.

TABLE SHOWING UNION, TRADE AND GENERAL AVERAGES—CONCLUDED.

Occupation and location.	Average daily wages.	Number weeks employment is usually obtained.	Having steady employment for weeks reported.		Average yearly earnings.
			Per cent.	Number.	
Stonecutters	\$3 60	31	100	24	\$669 60
Hutchinson.....	3 50	48			
Topeka.....	3 60	31	100	24	669 60
Tailors	2 25	37½	66	12	506 25
Atchison.....	2 50	30			
Leavenworth.....	2 25	37½	66	12	506 25
Topeka.....	2 20	37½			
Typographical	2 70	48	72	195	777 50
Atchison.....	2 67	52	60	18	833 04
Hutchinson.....	2 60	52	75	18½	811 20
Kansas City, Kas.....	3 00	52	85	13½	936 00
Leavenworth.....	2 33	52	66	20½	726 96
Topeka.....	2 67	50	80	86½	801 00
Wichita.....	2 90	32	65	38	556 80

¹ Apprentices and "conditional members" omitted.

The next division of Table 3 shows the number of weeks employment could usually be obtained, and the daily or weekly wages of the members of the several Knights of Labor assemblies who forwarded reports; and upon the figures given, the yearly income from wages has been worked out. Only fourteen assemblies report both wages and weeks worked, and in the latter case the question in some instances has evidently been misconstrued, and in lieu of giving the number of weeks in the year that employment could *usually* be secured, the assemblies have stated the weeks that work actually was obtained during the year immediately preceding the report. An examination of the table will show that wherever it has been possible the earnings for the year are given, but as the membership of each local assembly is composed as a rule of men following a number of different occupations, no satisfactory trade averages can be given, and the table must be left to explain itself:

TABLE NO. 3—CONTINUED.
KNIGHTS OF LABOR, showing daily wages.

Location.	Trades represented.	Average daily wages.	Av. weeks steadily employed during year.	Yearly income from wages
Armourdale.....	House carpenters:			
	First class.....	\$3 00	40	\$720 00
	Second class.....	2 50	40	600 00
	Third class.....	1 75	40	420 00
Americus	Stonemasons.....	2 50	17	255 00
	Blacksmiths.....	75	17	76 50
	Carpenters.....	2 00	17	204 00
	Laborers.....	1 00	17	102 00
Arkansas City				
Canton.....	Farmers.....			
	Farm laborers.....	50 cents with bd.	32	96 00
	Section men.....	\$1 10 to \$1 20	32	220 00

TABLE NO. 3—CONTINUED.
KNIGHTS OF LABOR, showing daily wages.

Location.	Trades represented.	Average. daily wages.	Average 40 weeks steadily em- ployed during year.	Yearly income from wages.....
Ellsworth	Laborers.....	\$1 50	26	\$78 00
	Carpenters.....	2 50		
	Stonemasons.....	3 00		
	Plasterers.....	3 00		
	Stationary engineers.....	\$12 25 per week.		
Girard	Harnessmakers ¹		52 ²	
	Shoemakers.....		52	
	Wagonmakers.....		52	
	Blacksmiths.....		52	
	Stonemasons.....		52	
	Carpenters.....		52	
	Farmers.....		52	
	Teamsters.....		52	
	Printers.....		52	
	Molders.....		52	
	Clerks.....		52	
	Railroaders.....		52	
	Laborers.....		52	
Herington				
Horton.....	Carpenters.....	2 00	52	624 00
	Cabinetmakers.....	2 20	52	686 40
	Car repairers.....	1 80	52	561 60
	Laborers.....	1 40	52	436 80
	Machinists.....	2 75	52	858 00
	Blacksmiths.....	2 50	52	780 00
	Wages paid in the car and machine shops at Horton, August 1, 1890:			
	Machinists.....	\$2 50 to 2 85		
	Machinists' helpers.....	1 25 to 1 40		
	Boilermakers.....	2 85 to 2 90		
	Boilermakers' helpers.....	\$1 50, 1 65 to 1 75		
	Flue setters.....	1 50 to 2 60		
	Flue setters' helpers.....	1 25 to 1 60		
	Apprentices.....	1 00, 1 25 to 1 50		
	Round-house hands (12 hrs at night) ..	1 25, 1 50 to 1 75		
	Carpenters, freight shop.....	1 60, 1 75 to 2 00		
	Coach and cabinet shop.....	1 80, 2 10 to 2 40		
	Repair tracks.....	1 60 to 1 80		
	Inspectors, by the month.....	50 00 to 55 00		
	Blacksmith's helpers.....	1 50 to 1 60		
	Mill hands.....	1 40, 1 80 to 2 00		
	Laborers.....	1 40 to 1 50		
	Painters.....	2 25 to 2 40		
	Day watchmen, per month.....	45 00		
	Night watchmen, per night ³	1 50		
	Hands on the street, 8 hours.....	1 25		
	Carpenters, in the city.....	1 50 to 2 25		
	Teamsters.....	2 50		
Hutchinson ⁴	Mechanics.....	2 50		
	Laborers.....	1 25		
Pawnee township ⁵	Farm laborers (14 hours per day).....	75 cents with bd.		
La Cygne.....	Mechanics.....	\$2 00	36	432 00
	Miners.....	1 75	36	378 00
	Laborers.....	1 00	36	218 00
Leavenworth.....				
Little River.....	Carpenters.....	1 50	35	315 00
	Farm laborers, per month.....	\$16 with bd.		
	Section men.....	\$1 10		

¹ Harnessmakers (and the rest enumerated) nearly all work for themselves; don't work for wages; work by the job.

² Except out of doors (for all enumerated).

³ This is for a day of 10 hours, in the city, or for private parties.

⁴ The manufacture of salt is at present the principal industry here, and as none of our Knights of Labor men are working there, it is hard to get the exact wages paid; but, as near as I can give it, coopers make, for 10 hours work, \$2; for barreling, men get 1½ cents per barrel, and can make \$1.25 per day; and rakers make about the same. Farm labor, from 75 cents to \$1 per day; and, by the month, \$12 to \$15 with board.

⁵ All are farmers, owning the farms they live on, excepting a mortgage on an average of \$100.

TABLE NO. 3.
KNIGHTS OF LABOR, showing daily wages.

Location.	Trades represented.	Average daily wages.	Av. weeks steadily employed during year.	Yearly income from wages.....
Marion.....	Mechanics.....	\$2 00	{ 30 { 40 { 30 { 40 {	\$420 00
	Laborers.....	1 35		283 50
Minersville	Farm laborers, per month ...	\$10 to \$18 with bd.	16	144 00
	Coal miners.....	1 50	16	96 00
	Mine laborers.....	1 00	16	120 00
	Top men.....	1 25	16	300 00
Neosho Falls.....	Carpenters.....	2 00	25	300 00
	Millers.....	2 00	25	1 50
	Laborers.....	1 00	25	
Newton.....				
Norway.....				
Parsons ¹	First class.....	2 00	20	240 00
	Second class.....	1 00	20	120 00
	Third class.....	50	20	60 00
Peabody.....	Masons.....	2 50	13	195 00
	Carpenters.....	2 25	13	175 50
	Laborers.....	1 50	13	117 00
Richland.....				
Smith Center.....	Laborers.....	1 20	20	144 00
Solomon City.....	Shoemakers, } Bakers, } Storekeepers, } Per week..... Section men, } Laborers. }	{ 8 00 } { 12 00 }	40	{ 320 00 480 00
Topeka.....				
Toronto.....	Stonemasons.....	2 25	26	351 00
	Plasterers.....	2 25	26	351 00
	Laborers.....	1 00	26	156 00

¹ Occupation not specified.

The next or third division of Table 3 is compiled from reports received from the organizations of railroad employes. Following the table will be found analyses of its leading features.

TABLE NO. 3.
RAILROAD MEN, showing daily wages.

Occupation and location.	Subdivision of occupation.	Day's work.		Wages.		Av. No. months steadily employed.....	Yearly income from wages.....
		Av. No. hours.	No. miles.	Per day.	Per mile, cts.		
Brakemen.							
Chanute.....	Brakemen.....	10	100	\$2 00	.....	12	\$624 00
Dodge City.....	Passenger:						
	First-class conductor and brakemen.....	¹	¹	² 100 00	.....	12	1,200 00
	Second-class conductor and brakemen.....			295 00	.....	12	1,140 00
	Third-class conductor and brakemen.....			290 00	.....	
	Freight:						
	First-class conductor and brakemen.....	¹	¹	² 110 00	.....	
	Second-class conductor and brakemen.....			295 90	.....	
	Third-class conductor and brakemen.....			280 00	.....	

¹ "None specified."

² Per month.

TABLE NO. 3—CONTINUED.
RAILROAD MEN, showing daily wages.

Occupation and location.	Subdivision of occupation.	Day's work.		Wages.		Av. No. months steady employment had.....	Yearly income from wages.....
		Av. No. hours.	No. miles.	Per day.	Per mile, cts.		
<i>Brakemen—Concluded.</i>							
Emporia.....	Passenger:						
	First class.....	1.....	2.....	\$55 00		12	\$660 00
	Second class.....			50 00		12	600 00
	Third class.....			45 00		12	540 00
	Freight:						
	First class.....			1 96 ³ / ₁₀		12	612 48
	Second class.....			1 78 ¹ / ₁₀		12	556 92
	Third class.....			1 60 ⁷ / ₁₀		12	501 36
	Yardmen, day.....	11.....		2 50		12	780 00
	Yardmen, night.....	11.....		2 70		12	842 40
Goodland.....							
Hoisington.....	Freight:						
	First class.....	12.....	100.....	3 00		2	156 00
	Second class.....	12.....	100.....	2 00		2	104 00
Horton.....	Passenger.....	12.....	100.....	1 66		12	517 92
	Freight:						
	Through.....		100.....	1 50		12	468 00
	Local.....		100.....	1 75		12	546 00
<i>Conductors.</i>							
Arkansas City....	Passenger.....	10.....	100.....			12	
	Freight.....	10.....	100.....			12	
Emporia.....	Passenger.....	10.....	100.....	4 50		12	1,404 00
	Freight.....	10.....	100.....	3 00		12	936 00
<i>Engineers.</i>							
Argentine.....	Passenger.....	4.....	100.....		9 ¹ / ₂	12	1,092 00
	Yard.....	12.....		2 75		12	858 00
	Freight.....	4.....	100.....		4	12	1,248 00
El Dorado.....	Passenger.....		120.....	3 50		12	1,092 00
	Freight.....		120.....	4 00		12	1,248 00
Ellis.....	Passenger.....		100.....	3 85			
	Freight.....		100.....	3 85			
Emporia.....							
Herington.....	Passenger.....		100.....	3 50		12	1,092 00
	Freight:						
	First class.....		100.....	4 00		12	1,248 00
	Second class.....		100.....	3 50		12	1,092 00
Hoisington ⁵	Passenger.....				3 ¹ / ₂	12	
	Freight.....				4	12	
Leavenworth.....	Passenger:						
	C. R. I. & P.....		100.....	3 50		12	1,092 00
	U. P.....		100.....	3 85		12	1,201 20
	Mo. Pac.....		100.....	3 25 } 3 85 }		12	1,014 00 1,201 20
	Freight:						
	First class, C. R. I. & P.....		100.....	4 00		12	1,248 00
	First class, U. P.....		100.....	3 85		12	1,201 20
	First class, Mo. Pac.....		100.....	4 00		12	1,248 00
	Second class, C. R. I. & P.....		100.....	3 50		12	1,092 00
	Third class, C. R. I. & P.....		100.....	3 00		12	936 00
	Yard.....	8 ¹ / ₂ } 12 }		27 } 40 }		12	^a

¹ "It has been customary to allow a full day for any actual service or mileage of 100 miles or less; hours to consist of one or more, no limit to be placed on number; as high as 36 have been run with only allowance of a day's pay."

² "Trainmen have been paid by mileage, based on schedule of 2,800 miles: For conductors, \$70; after 6 months, \$75; present rate, 3 cents per mile; brakemen, \$45; after 6 months' service, \$50; after 18 months, \$55; present rate, 2¹/₁₀ cents a mile."

³ Per month.

⁴ "Ten to 12 hours, and a hundred miles or less."

⁵ "One hundred miles or less are a day; all over 100 miles, 3¹/₂ cents per mile for passenger, 4 cents a mile for freight; 10 hours or less are a day."

⁶ Day of 100 miles or less; average daily wages, \$4.

⁷ Day of 100 miles or less.

⁸ "Where hours govern, pay by hour 27 cents to 37 and 40 cents." [Ten hours at 27 cents make \$2.70, and a 12-hour day would mean \$3.24 in wages; if the average day would reach 11 hours, the wages would be \$2.97, or \$17.82 per week, making for a full year the sum of \$926.64. A 37-cent 11-hour day would mean \$4.07 per day, \$24.42 per week, and \$1,269.84 for the year; while 40 cents per hour represents \$4.40 for 11 hours, \$26.40 per week, or \$1,372.80 for 52 weeks.]

TABLE NO. 3—CONTINUED.
RAILROAD MEN, showing daily wages.

Occupation and location.	Subdivision of occupation.	Day's work.		Wages.		Av. No. months steady employment is had.....	Yearly income from wages.....
		Av. No. hours.	No. miles.	Per day.	Per mile, cts.		
Engineers—Concluded.							
Neodesha.....	Passenger.....		100	\$3 50		12	\$1,092 00
	Freight.....		100	4 00		12	1,248 00
Newton.....	Passenger.....	¹	100	3 50		10	910 00
	Freight.....		100	4 00		10	1,040 00
Osawatimie ²	Passenger.....	³	100	3 50		10	910 00
	Freight.....	³	100	4 00		10	1,040 00
Ottawa.....	Passenger.....	⁴	100	3 50			
	Freight.....		100	4 00			
Parsons.....	Passenger.....			4 00		12	1,248 00
	Freight.....	12	100	4 00		12	1,248 00
Topeka ⁵	Passenger.....			3 50		12	1,092 00
	Freight.....	10	100	4 00		12	1,248 00
Wellington.....	Passenger.....		100	3 50		12	1,092 00
	Freight.....		100	4 00		12	1,248 00
Firemen.							
Armourdale.....	Passenger.....			2 25		3	175 50
	Freight.....			2 25		3	175 50
Chanute.....	Passenger.....	8	100	1 85		10	481 00
	Freight.....	10	100	2 20		10	572 00
Dodge City.....	Passenger.....	10	100	⁶ 65		9½	617 50
	Freight:						
	First class.....	10	100	⁶ 55		9½	522 50
	Second class.....	10	100	⁶ 50		9½	475 00
	Third class.....	10	100	⁶ 45		9½	427 50
Downs.....	Passenger.....	⁷		2 00		9	468 00
	Freight.....			{ 2 25 }		9	{ 526 50 }
				{ 2 30 }			{ 538 20 }
El Dorado.....	Passenger.....	12	100	2 75		12	858 00
	Freight.....	12	100	2 50		12	780 00
Emporia.....	Passenger.....	10	100	1 80		12	561 60
	Freight.....	10	100	{ 2 20 }		12	{ 686 40 }
				{ 2 30 }			{ 717 60 }
Fort Scott.....	Passenger.....		100	1 95			
	Freight.....		100	2 25			
Herington.....	Passenger.....			2 50		11	715 00
	Freight.....	12	100	2 75		11	786 50
	Switch.....			1 75		11	500 50
Horton.....	Passenger.....	10	100	2 00		12	624 00
	Freight.....	10	100	2 25		12	702 00
Kansas City.....	Passenger.....		100	2 20		12	686 40
	Freight.....		100	2 30		12	717 60
Neodesha.....	Passenger.....		100	2 50		12	780 00
Nickerson.....	Passenger.....	{ ⁸ 8 }	100	2 10		12	659 20
	Freight.....	{ 10 }	100	2 20		12	686 40
Parsons.....	Passenger.....		100	2 00	2	12	624 00
	Freight.....		100	2 40	2½	13	748 80
Wellington ¹⁰	Passenger.....	8	100	1 92		8	399 36
	Hostlers.....	10		2 00		8	416 00
	Freight.....	10	100	2 20		8	457 60

¹ "One hundred miles or less; 8 hours on passenger, and 10 hours on freight."

² "For passenger and freight, by mile; work-train, pusher and switch engine, by day."

³ "Seventy-two hours, or 100 miles."

⁴ "One hundred miles or less, or 10 hours, on freight; 3½ cents per mile on passenger for over 100 miles, and 4 cents per mile on freight."

⁵ "Would say that it would be almost impossible to give you an average [on daily wages]. For instance, engines are in shop for repairs, there is loss of time, slack business, suspension, and other items."

⁶ "Average for month. Firemen are divided into four grades (1st, passenger; 2d, freight; 3d, hostlers; 4th, switch-engine firemen). "All are paid by the mile, excepting third and fourth class. I wish to state that the monthly rate is considerably higher than the average for the year, owing to the fact that all time that an engine is in the shops for repairs the men have to lose, therefore cutting the year's work down to about 9½ months."

⁷ "Hostlers and switch-engine firemen, 12 hours."

⁸ "Two dollars and twenty cents for 8-wheel engines, \$2.30 for 10-wheel or consolidated engines."

⁹ "Eight hours on passenger and 10 on freight."

¹⁰ "Firemen paid by regulated schedule; by day, for trip of less than 100 miles; over that is paid by mileage. Hostlers paid by day or month. A day's work is 10 hours, or 100 miles or less, on freight; on passenger, 8 hours, or 100 miles or less; overtime paid *pro rata*."

TABLE NO. 3—CONTINUED.
RAILROAD MEN, showing daily wages.

Occupation and location.	Subdivision of occupation.	Day's work.		Wages.		Av. No. months steady employment is had.....	Yearly income from wages....
		Av. No. hours	No. miles.	Per day.	Per mile, cts.		
<i>Switchmen.</i>							
Argentine.....	Day foremen.....	10	.....	\$2 90	.....	12	\$904 80
	Day helpers.....	10	.....	2 70	.....	12	842 40
	Night foremen.....	.....	.....	2 70	.....	12	842 40
	Night helpers.....	.....	.....	2 50	.....	12	780 00
Atchison ¹	Night foremen.....	10	.....	2 90	.....	12	904 80
	Night helpers.....	10	.....	2 70	.....	12	842 40
	Day foreman.....	10	.....	2 70	.....	12	842 40
	Day helpers.....	10	.....	2 50	.....	12	780 00
Emporia.....	Switchmen.....	2 ¹ 0	.....	2 50	.....	12	780 00
Leavenworth.....	Day foremen.....	10	.....	2 70	.....	12	842 40
	Night foremen.....	10	.....	2 90	.....	12	904 80
	Day switchmen.....	10	.....	2 50	.....	12	780 00
	Night switchmen.....	10	.....	2 70	.....	12	842 40
Newton.....	Day foremen.....	10	.....	2 70	³ 27	10	702 00
	Night foremen.....	10	.....	2 90	³ 29	10	754 00
	Day helpers.....	10	.....	2 50	³ 25	10	650 00
	Night helpers.....	10	.....	2 70	³ 27	10	702 00

¹ Paid "by day and hour: A. T. & S. F., per hour; Missouri Pacific, per day; B. & M., per day."

² Paid by the hour. "Ten hours a day's work, with pay for over-time."

³ Pay per hour.

Like the table of averages given in connection with the table of trades unions, we submit the following table showing the averages compiled from the foregoing table of railroad organizations. The yearly earnings show what it is possible for the members of each union to earn, provided they work for the full time in which they say they can obtain employment. Based upon these union averages, trade averages are given, and in turn from these a general average for all the railroad organizations is obtained:

TABLE SHOWING ORGANIZATION, TRADE, AND GENERAL AVERAGE.

NOTE.—Averages are based upon only those organizations making full reports.

Occupation and location.	Wages—		No. weeks employment is usually obtained.....	Having steady employment for weeks reported.		Average yearly earnings.
	Average daily.	Average monthly.		Per cent.	Number.	
FOR ALL OCCUPATIONS.....	\$2 83	\$73 64	50³/₈	93	183	\$864 51
<i>Brakemen</i>	1 83	47 61	52	100	36	571 36
Chanute.....	2 00	52 00	52	.....	.....	624 00
Dodge City ¹.....	.....	.....	.....	.....	.....	.....
Emporia ²	1 85	48 20	52	100	18	578 40
Goodland.....	.....	.....	52	.....	.....	.....
Hoisington.....	2 00	52 00	.....	66	6	.....
Horton.....	1 64	42 64	52	100	18	511 68
<i>Conductors</i>	3 70	96 25	52	93¹/₂	73	1,155 00
Arkansas City.....	.....	.....	52	100	20	.....
Dodge City ³	3 66	95 00	52	100	35	1,140 00
Emporia.....	3 75	97 50	52	87	38	1,170 00

¹ See conductors.

² Yardmen not included.

³ And brakemen.

TABLE SHOWING ORGANIZATION, TRADE AND GENERAL AVERAGES—CONCLUDED.

Occupation and location.	Wages—		No. weeks employ- ment is usually obtained.....	Having steady employment for weeks reported.		Average yearly earnings.
	Average daily.	Average monthly.		Per cent.	Num- ber.	
Engineers.....	\$3 73$\frac{1}{2}$	\$97 03	50$\frac{1}{2}$	87$\frac{4}{5}$	352	\$1,125 38
Argentine.....	3 42	88 92	52	77	23	1,067 04
El Dorado.....	3 75	97 50	52	80	34	1,170 00
Ellis.....	3 85	100 10	.....	.....	.....	.....
Emporia.....	.....	.....	.....	98	.....	.....
Herington.....	3 75	97 50	52	100	32	1,170 00
Hoisington.....	.....	.....	52	100	14	.....
Leavenworth.....	3 65	94 90	52	99	20	1,138 80
Neodesha.....	3 75	97 50	52	95	32	1,170 00
Newton.....	3 75	97 50	43 $\frac{1}{2}$	66	28	975 00
Osawatimie.....	3 75	97 50	43 $\frac{1}{2}$	66	29	975 00
Ottawa.....	3 75	97 50	.....	75	45	.....
Parsons.....	4 00	104 00	52	95	49	1,248 00
Topeka.....	3 75	97 50	52	100	60	1,170 00
Wellington.....	3 75	97 50	52	100	45	1,170 00
Firemen.....	2 22	57 62	47$\frac{1}{2}$	93	319	634 63
Armourdale.....	2 25	58 50	.....	100	17	.....
Chanute.....	2 02	52 52	43 $\frac{1}{2}$	100	19	525 20
Dodge City.....	2 07	53 75	41 $\frac{1}{2}$	100	18	510 62
Downs.....	2 18	56 68	39	90	12	510 12
El Dorado.....	2 63	68 38	52	100	29	820 56
Emporia.....	2 10	54 60	52	100	35	655 20
Fort Scott.....	2 10	54 60	.....	66	19	.....
Herington.....	2 33	60 67	47 $\frac{1}{2}$	90	27	667 37
Horton.....	2 13	55 25	52	100	27	663 00
Kansas City.....	2 25	58 50	52	60	19	702 00
Neodesha.....	2 50	65 00	52	100	27	780 00
Nickerson.....	2 15	55 90	52	90	22	670 80
Parsons.....	2 20	57 20	52	100	57	686 40
Wellington.....	2 04	53 04	34 $\frac{1}{2}$	87	27	424 32
Switchmen.....	2 68	69 68	52	90$\frac{3}{5}$	135	836 16
Argentine.....	2 70	70 20	52	100	30	842 40
Atchison.....	2 70	70 20	52	98	30	842 40
Emporia ¹	2 60	67 60	52	90	22	811 20
Leavenworth.....	2 70	70 20	52	75	14	842 40
Newton.....	2 70	70 20	52	90	39	842 40

¹ Yardmen reported by brakemen included.

Brakemen.—Chanute, Emporia, Hoisington and Horton report an aggregate of 61 members, but only Emporia and Horton make full returns. These two organizations had 36 members, and all are reported as working full time, so the average and percentage are based upon them. Chanute fails to say how many were fully employed, and Hoisington does not give the average number of weeks in which employment could be obtained.

Conductors.—The averages and percentages are based upon Dodge City and Emporia. Arkansas City does not give daily wages. Dodge City is transferred from brakemen, because the members, although working in both capacities, in point of wages belong to the conductors' class. The total number of members in the three unions is 98. Ninety-three were fully employed, or 93 $\frac{1}{2}$ per cent. The 20 members in Arkansas City, however, are not included in average yearly earnings, as they do not give the rate of wages.

Engineers.—Thirteen of the 14 divisions report 522 members. One (Emporia) fails to answer the question. Ten, having an aggregate membership

of 400, make full reports, and upon these ten reports the general occupation average is based, showing that 352, or 87½ per cent. of the members, were fully employed.

Firemen.—Fourteen lodges report, showing a membership of 386. Twelve, with 340 members, make full reports. Three hundred and nineteen of the 340 were fully employed.

Switchmen.—Full reports were received from five unions, with 147 members, 135 of whom were fully employed.

These five railroad organizations had a joint membership of 1,214, and nearly all were fully employed throughout the year. The general average in the table is confined to those organizations making full reports. These were composed of 1,001 members, 915 of whom found full employment.

The average daily wages of the trades-unionists was \$2.73. The average number of weeks during the year in which members of trades unions could usually secure employment was 42½, and 78⅓ per cent. of the membership of the reporting unions were able to obtain work for this length of time. The average number of men in each trade represented who were thus fully employed was 77, and their yearly earnings \$676.55.

In the case of the railway organizations reporting, the average daily wages of all was \$2.83; the time in which work could usually be obtained, 50½ weeks; the percentage thus fully employed was 93; and the average number of members who could obtain work for the full period in each of the five organizations was 183. The yearly earnings were \$864.51. In the case of trainmen, of whom the above organizations are chiefly composed, it may be said that, as the nature of their vocation requires that they be absent from home for a large portion of the time, their personal expenses for board and lodging are much heavier than is the case with the class of wage-earners who do not have to leave their homes.

Table 4 presents the replies received in answer to the following question: "Give as nearly as possible the rate of daily, weekly, or monthly wages paid to members of your union for each of the past five years." The per cent. of increase or decrease is appended; and as some of the organizations had not been established during the entire period, and consequently were able to answer for only a portion of the time, columns showing the per cent. of gain or loss during a three-year period are added.

TABLE NO. 4.

TRADES UNIONS, showing wages for five years, and per cent. of increase and decrease for five and three years.

Location, trade, and subdivision.	Wages for—					Per cent. of—			
	1889.	1888.	1887.	1886.	1885.	Increase in 5 years....	Decrease in 5 years....	Increase in 3 years....	Decrease in 3 years....
<i>Bricklayers.</i>									
Topeka:	Daily.	Daily.	Daily.	Daily.	Daily.				
First class.....	\$4 50	\$4 00	\$4 00	\$4 00	\$4 00	11½		11½	
Second class.....	4 00	3 50	3 50	3 75	3 75	6½		12½	
Third class.....	3 50	3 00	3 00	3 50	3 50			14½	
<i>Carpenters.</i>									
Atchison:									
First class.....	2 50	2 50	2 50						
Second class.....	2 00	2 00	2 50						
Third class.....	1 75	1 75	1 75						
Concordia:									
First class.....	1 00	1 50	1 50	1 75	1 75		42½		33½
Hutchinson:									
First class.....	2 25	2 50	2 50						10
Kansas City ¹									
Leavenworth:									
First class.....	2 50	2 75	3 00						16½
Second class.....	2 25	2 50	2 75						18½
Oswego:									
First class.....	2 00				3 00		33½		
Second class.....	1 75				2 00		12½		
Third class.....	1 00				1 00				
<i>Cigarmakers.</i>									
Leavenworth:									
First class.....	2 50	2 50	2 50	2 50	2 50				
Second class.....	2 00	2 00	2 00	2 00	2 00				
Third class.....	1 50	1 50	1 50	1 50	1 50				
Topeka:									
First class.....	2 70	2 70	2 70	2 70	2 70				
Second class.....	2 00	2 00	2 00	2 00	2 00				
Wichita:									
First class.....	2 00	2 00	1 75	1 75				12½	
<i>Lathers.</i>									
Topeka:									
A No. 1.....	3 00	¹							
Good.....	2 50								
"Jim-crow" ¹	1 25								
<i>Machinists.</i>									
Horton:									
First class.....	3 00	2 85	3 00						
Second class.....	2 85	2 60	2 85						
Third class.....	2 75	2 50	2 75						
Nickerson:									
First class.....	2 65	2 65	2 50	2 50	2 50	5½		5½	
Apprentices ²	1 50	1 50	1 50	1 50	1 50				
Topeka ¹									
<i>Molders.</i>									
Fort Scott:									
First class.....	2 75	2 75	2 75	2 50	2 75				
Second class.....	¹				2 50				
Third class.....	¹				2 25				
Leavenworth ¹									
Parsons:									
First class.....	3 00	2 75	2 50	2 50	2 50	16½		16½	
Second class.....	2 75	2 50	2 25	2 25	2 25	18½		18½	
Topeka:									
Machinery.....	2 50	2 50	2 40	2 40	2 40	4		4	
Stove.....	2 50	2 50	2 40	2 40	2 40	4		4	
Brass.....	2 50	2 50	2 40	2 40	2 40	4		4	

¹No report as to wages.²Wages for third year.

TABLE NO. 4—CONTINUED.

TRADES UNIONS, showing wages for five years, and per cent. of increase and decrease for five and three years.

Location, trade, and subdivision.	Wages for—					Per cent. of—			
	1889.	1888.	1887.	1886.	1885.	Increase in 5 years....	Decrease in 5 years....	Increase in 3 years....	Decrease in 3 years....
<i>Packing-House Men.</i>									
Kansas City:									
Trades men	Daily. \$2 50	Daily. 1	Daily.	Daily.	Daily.				
Mechanics	3 00								
Laborers	1 60								
<i>Plasterers.</i>									
Topeka:									
Operative	3 00	1							
Honorary	2 75								
Apprentices	1 50								
<i>Plumbers.</i>									
Topeka:									
First class	3 60	\$3 00	\$3 00	\$2 50	\$2 50	30½		16½	
Second class	3 00	2 75	2 75	2 00	2 00	33½		8½	
Third class	2 50	2 50	2 50						
<i>Pressmen.</i>									
Topeka:									
First class	Weekly. \$15 00	Weekly. \$15 00	Weekly. \$15 00	Weekly. \$12 00					
<i>Stonecutters.</i>									
Hutchinson:									
First class	Daily. \$3 50	Daily. \$3 50	Daily. \$3 50	Daily. \$3 50	Daily. \$3 50				
Topeka:									
First class	23 60	23 60	23 20	22 80	23 50	22½		11½	
<i>Tailors.</i>									
Atchison ¹									
Leavenworth:									
First class	Yearly. \$600 00	Yearly. \$700 00	Yearly. \$800 00	Yearly. \$750 00	Yearly. \$700 00		14½		25
Topeka ⁴									
<i>Typographical.</i>									
Atchison:									
Morning news	Weekly. \$18 00	Weekly. \$18 00	Weekly. \$18 00	Weekly. \$18 00	Weekly. \$18 00				
Evening news	15 00	15 00	15 00	15 00	15 00				
Job printers	15 00	15 00	15 00	15 00	15 00				
Hutchinson ¹									
Kansas City:									
Compositors	{ \$15 00 }								
	{ \$24 00 }								
Job printers	{ \$15 00 }								
	{ \$18 00 }								
Leavenworth:									
Compositors	12 00	12 50	15 00	16 00	18 00		33½		20
Job printers	15 00	17 00	18 00	20 00	22 50		33½		16½
Pressmen	15 00	15 00	15 00	15 00	15 00				
Topeka:									
News ⁶	15 00	15 00	14 00	14 00	14 00	6½		6½	
Job ⁷	15 00	15 00	15 00	15 00	15 00				
Job ⁸	15 00	15 00	15 00	15 00	15 00				
Wichita:									
Morning news	Daily. { \$3 00 }	Daily. { \$3 00 }	Daily. { \$3 00 }	Daily. { \$2 75 }	Daily. { \$2 00 }	{ 33½ }			
	{ 3 50 }	{ 3 50 }	{ 3 50 }	{ 3 00 }		{ 42½ }			
	{ 3 00 }	{ 3 00 }	{ 3 00 }	{ 2 75 }		{ 33½ }			
Stereotypers	{ 3 50 }	{ 3 50 }	{ 3 50 }	{ 3 00 }	2 00	{ 20 }			
	{ 2 50 }	{ 2 50 }	{ 2 50 }	{ 2 00 }		{ 33½ }			
Evening news	{ 3 00 }	{ 3 00 }	{ 3 00 }	2 00	2 00				
Job printers	2 50	2 50	2 50	2 50	2 50				
Pressmen	2 50	2 50	2 50	\$13 25	2 00	25			

¹No report as to wages. ²Wages for 8 hours per day. ³Wages for 10 hours per day. ⁴It is next to impossible to ascertain the average wages from 1885 to 1889, but they are about the same as for 1890. In our trade we have the 'good' and the 'dull' season. In this locality, the good seasons are from the 1st of March to the 4th of July, and from the 15th of September till Christmas; but there are exceptions if trade is very good." ⁵"The scale for job men by the week is \$15; the head workmen receive \$18 per week. The scale per week was changed from \$12 to \$15 and \$18 June, 1889. There has been no material change in wages by piece in the past 5 years." ⁶All piece work. ⁷Part piece work. ⁸All time work. ⁹Per week.

Comparing the rate of wages in the years 1885 and 1889, the bricklayers' union reports an advance of from \$4 to \$4.50 per day, or $11\frac{1}{2}$ per cent. for first-class, and from \$3.75 to \$4, or $6\frac{1}{4}$ per cent., for second-class workmen; the machinists' union reports rates for the entire five years, showing an advance from \$2.50 to \$2.65, or $5\frac{1}{11}$ per cent. The Fort Scott molders say that first-class workmen earn \$2.75 per day, and that there has been no change during the five years. In Parsons, the rate of wages has advanced for first-class molders from \$2.50 to \$3 per day, or $16\frac{2}{3}$ per cent., and the second-class from \$2.25 to \$2.75, or $18\frac{1}{11}$ per cent. In Topeka, the advance has been from \$2.40 to \$2.50, or 4 per cent. The plumbers' wages have increased from \$2.50 to \$3.60, and from \$2 to \$3. The Topeka stonecutters in 1885 worked 10 hours for \$3.50 or 35 cents an hour, and in 1889 they worked 8 hours for \$3.60 or 45 cents an hour—an actual increase, considering working time, of $22\frac{2}{3}$ per cent.

The Topeka newspaper printers increased from \$14 to \$15 per week; the wages of job printers remaining unchanged. In Wichita the wages paid printers engaged on morning papers advanced during the five years from \$2 to \$3 and \$3.50. The stereotypers had the same advance; while on evening papers the wages increased from \$2 to \$2.50 and \$3. The job printers received the same (\$2.50), while the pressmen's wages were advanced from \$2 to \$2.50. On the other hand, the daily wages of the Concordia carpenters decreased during the five years from \$1.75 to \$1, and those of Oswego from \$3 to \$2; the Leavenworth tailors from \$700 to \$600 per year, and the Leavenworth compositors and job printers from \$22.50 and \$18 to \$15 and \$12. The wages of pressmen remained at \$15, and were unchanged.

One bricklayers', one machinists', two molders', one plumbers', one stonecutters', and two typographical unions—eight in all, and representing 292 members—report an increase in wages during the five years. Two cigarmakers', one molders', one stonecutters', one tailors', and one typographical union—six in all, and representing a membership of 125—report no change; while two carpenters', one tailors', and one typographical union—four in all, and reporting 84 members—show a decrease.

These 18 unions together report a present membership of 501, of whom $58\frac{3}{10}$ per cent. show an increase of wages, 25 per cent. report no change, while the other $16\frac{7}{10}$ per cent. say that wages have declined. Two unions give wages for four years, four give wages for three years, and four for one year, they not having been organized for the full period. The six unions reporting for the three and four years represent a membership of 241. One hundred and fifty-nine members show a decrease, 34 no change, and 48 an increase; 122 Hutchinson carpenters lose 25 cents a day, and 37 Leavenworth carpenters lose 50 cents, while 28 Wichita cigarmakers gain 25 cents, and 20 Topeka pressmen 50 cents. Three of the four unions reporting for one year have 347 members; the other does not answer the question. Confined to the last three years, and taking the 1,289 members together, 1,109 are represented by the 27 unions

answering this question, and of this number, only 243, or about 22 per cent., show a decline. One hundred and ninety-four of these were carpenters, 18 were tailors, and 31 were compositors. Seventy-two of the carpenters average a loss of wages during the last three years of 50 cents per day, and 122 of 25 cents, an average of about 34 cents; the loss of the 18 tailors was 25 per cent., and of the 31 compositors 50 cents a day, the pressmen's wages remaining unchanged.

The following table of averages and percentages by trades covers the longer period of five years, and presents in condensed form the facts contained in the general table. It also shows a general average and percentage. The increase in the wages of 292 men averaged $16\frac{1}{2}$ per cent. during the five years, while the wages of 84 men declined 27 per cent.; this means a net average increase for the whole number (376) of $6\frac{1}{2}$ per cent., or, including those not answering with those who report no change, the gain, if distributed among the whole 1,289 men, would equal about two-thirds of one per cent.:

TABLE showing increase and decrease for five years (1885-1890) for trades unions.

Trade.	No. re- porting.		Increase.				Decrease.				No change.			Not reporting for full period.		
	No. unions...	Total member- ship.....	No. unions...	No. members..	Per ct. of in- crease.....	Per ct. of mem- bers showing increase.....	No. unions...	No. members..	Per ct. of de- crease.....	Per ct. of mem- bers showing decrease.....	No. unions...	No. members..	Per ct. of mem- bers showing no change.....	No. unions...	No. members..	Per ct. of mem- bers not re- porting
Bricklayers	1	43	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Carpenters	6	206	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Cigarmakers	3	58	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Lathers	1	32	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Machinists	3	89	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Molders	4	60	2	40	$10\frac{1}{2}$	$66\frac{1}{2}$	2	35	33	17	2	30	52	4	171	88
Packing-house men,	1	300	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Plasterers	1	1	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Plumbers	1	1	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Pressmen	1	20	1	43	$8\frac{1}{2}$	100	2	35	33	17	2	30	52	4	171	88
Stonecutters	2	32	1	24	$22\frac{3}{4}$	75	1	18	$14\frac{1}{2}$	$9\frac{1}{2}$	1	8	25	1	20	100
Tailors	3	182	1	24	$22\frac{3}{4}$	75	1	18	$14\frac{1}{2}$	$9\frac{1}{2}$	1	8	25	1	20	100
Typographical	6	267	2	166	19	$62\frac{1}{2}$	1	31	33	11	1	30	11	2	40	15
Total	33	1,289	8	292	16	$16\frac{1}{2}$	4	84	27	27	6	125	9	15	788	61
Average .....	...	...	...	...	16	$16\frac{1}{2}$	...	...	27	27	...	...	9	...	...	61
Per cent. of whole (1,289) .....	...	...	...	...	...	$22\frac{7}{10}$	...	...	...	$6\frac{5}{10}$	...	...	$9\frac{7}{10}$	...	...	$61\frac{1}{10}$

TABLE showing increase and decrease for three years (1887-1890) for trades unions.

Trade.	No. re- porting.		Increase.				Decrease.				No change.			Not reporting for full period.		
	No. unions	Total member- ship	No. unions	No. members	Per ct. of in- crease.	Per ct. of mem- bers showing increase.	No. unions	No. members	Per ct. of de- crease.	Per ct. of mem- bers showing decrease.	No. unions	No. members	Per ct. of mem- bers showing no change.	No. unions	No. members	Per ct. of mem- bers not re- porting
Bricklayers	1	43	1	43	12½	100										
Carpenters	6	206					3	194	20½	94	1	12	6	2		
Cigarmakers	3	58	1	28	12½	48½					2	30	51½			
Lathers	1	32												1	32	100
Machinists	3	89	1	19	5½	21½					1	22	24½	1	48	54
Molders	4	60	2	40	10½	66½					1	20	33½	1		
Packing-house men,	1	300												1	300	100
Plasterers	1													1		
Plumbers	1		1		12½	100										
Pressmen	1	20									1	20	100			
Stonemasons	2	32	1	24	11½	75					1	8	25			
Tailors	3	182					1	18	25	9½	1	37	20½	1	127	69½
Typographical	6	267	1	108	6½	40½	1	31	18½	11½	2	88	33	2	40	15
Totals	33	1,289	8	262			5	243			10	237		10	547	
Average					10½				21½							
Per cent. of whole (1,289)						20½			19				18½			42½

TABLE NO. 4—CONTINUED.

KNIGHTS OF LABOR, showing wages for five years, and per cent. of increase and decrease for five and three years.

Location, trade, and subdivision.	Daily wages for—					Per cent. of—			
	1889.	1888.	1887.	1886.	1885.	Increase in 5 years.	Decrease in 5 years.	Increase in 3 years.	Decrease in 3 years.
Armourdale:									
Carpenters, first class	\$2 75	\$2 75	\$2 50	\$2 50	\$2 50	9½		9½	
Carpenters, second class	2 25	2 25	2 00	2 00	2 00	11½		11½	
Carpenters, third class	1 75	1 75	1 75	1 50	1 50	14½			
Americus									
Arkansas City ¹									
Canton ¹									
Ellsworth ¹									
Girard ¹									
Herington ¹									
Horton ¹									
Hutchinson:									
Mechanics	3 00	¹							
Common labor	1 00								
Pawnee township ¹									
La Cygne:									
Mechanics	2 00	2 00	2 00	2 25	2 25		11½		
Miners	1 75	1 75	1 75	2 00	2 00		12½		
Laborers	1 00	1 00	1 00	1 25	1 25		20		
Leavenworth ¹									
Little River:									
Carpenters	1 50	1 50	2 25	2 50	2 50		40		33½
Farm hands	65	65	50	50	65			23½	
Section hands	1 10	1 10	1 10	1 10	1 25		12		
Marion:									
Mechanics	2 00	2 25	2 50	2 50	3 00		33½		20
Laborers	1 35	1 50	1 50	1 50	1 75		22½		10
Farm laborers	1 00	1 00	1 00	1 00	1 25		20		

¹No report as to wages.²All wages have declined 10 per cent. or more per annum for the last five years."

TABLE NO. 4—CONTINUED.

KNIGHTS OF LABOR, showing wages for five years, and per cent. of increase and decrease for five and three years.

Location, trade, and subdivision.	Daily wages for—					Per cent. of—			
	1889.	1888.	1887.	1886.	1885.	Increase in 5 years....	Decrease in 5 years....	Increase in 3 years....	Decrease in 3 years....
Minersville:									
Coal miners.....	\$1 75	\$2 40	\$3 00	\$3 00	\$3 50	.....	50	.....	43½
Mine laborers.....	1 00	1 50	1 50	1 50	2 00	.....	50	.....	33½
Top men.....	1 25	1 50	1 50	1 50	2 00	.....	37½	.....	26½
Neosho Falls:									
Carpenters.....	2 00	2 25	2 50	2 25	2 00	.....	.....	.....	20
Millers.....	2 00	2 00	2 00	2 00	2 00	.....	.....	.....	.....
Laborers.....	1 00	1 00	1 00	1 00	1 00	.....	.....	.....	.....
Newton ¹.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Norway ¹.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Parsons:									
First class.....	2 00	1 00	2.....	.....	.....	.....	.....	.....	.....
Second class.....	1 00	75	.....	.....	.....	.....	.....	.....	.....
Third class.....	50	50	.....	.....	.....	.....	.....	.....	.....
Peabody:									
Masons.....	3 50	3 50	3 50	3 50	3 50	.....	.....	.....	.....
Carpenters.....	3 00	3 00	3 00	3 00	3 00	.....	.....	.....	.....
Laborers.....	2 00	2 00	2 00	2 00	2 00	.....	.....	.....	.....
Richland ¹.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Smith Center ¹.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Solomon City:									
Mechanics.....	2 00	2 00	2 00	2 00	2 00	.....	.....	.....	.....
Laborers.....	1 20	1 20	1 20	1 20	1 20	.....	.....	.....	.....
Topeka ¹.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Toronto:									
Mechanics.....	2 25	2 50	3 00	3 50	3 50	.....	35½	.....	25
Laborers.....	1 00	1 25	1 25	1 50	1 50	.....	33½	.....	20

¹ No report as to wages.

² Wages for 1885-6-7 about the same as for 1888 and 1889.

KNIGHTS OF LABOR.

Fifteen local assemblies report a membership of 566. As these locals, with few exceptions, are composed of men following a multiplicity of occupations, it is impossible to present a table of trade averages as we have endeavored to do in the case of distinctly trade organizations. We are, however, able to show the average increase or decrease in wages sustained by the members of each local as a whole, regardless of the trade or occupation followed.

Location, city or town.	Members showing increase.....	Members showing decrease.....	Members showing no change.....	Members showing no re- porting.....	Average per cent. of increase.....	Average per cent. of decrease.....	Per cent. of whole num- ber (566) showing—			
							Increase..	Decrease..	No change.	Not re- porting..
Americus.....	11	.....	.....	.....	10	.....	2	.....	.....
Arkansas City.....
Canton.....	24	.....	.....	.....	.....	.....	4½
Ellsworth.....	55	.....	.....	.....	.....	.....	9½
Girard.....	29	.....	.....	.....	.....	.....	5½
Herington.....
Horton.....	72	.....	.....	.....	.....	.....	12½
Hutchinson.....
Kansas City (Armourdale).....	101	.....	.....	.....	11½	.....	17½	.....	.....	.....
LaCygne.....	14½	.....	.....	.....	.....

Location, city or town.	Members showing increase.....	Members showing decrease.....	Members showing no change.....	Members not reporting.....	Average per cent. of increase.....	Average per cent. of decrease.....	Per cent. of whole number (566) showing —			
							Increase...	Decrease ..	No change.	Not reporting..
Leavenworth.....				20						3½
Little River.....		15				17½		2½		
Marion.....		40				25½		7		
Minersville.....		63				45½		11½		
Neosho Falls ¹										
Newton.....										
Norway.....										
Parsons.....			20						3½	
Pawnee township.....				15						2½
Peabody.....			56						9½	
Richland.....										
Smith Center.....				27						4½
Solomon City ¹										
Topeka.....										
Toronto.....		18				23½		3½		
Totals.....	101	147	76	242						
Averages.....					11½	22½				
Per cent. of whole (566).....							17½	26	13½	42½

¹ Same wages in 1889 as in 1885.

By analysis, the table shows that during the five years 101 out of a total of 566, or 17½ per cent., obtained an advance equal to 11½ per cent., and 147, or 26 per cent., suffered an average reduction of 22½ per cent.; while with 76, or 13½ per cent., wages remained unchanged, and 242, or 42½ per cent., made no report. Estimated for the whole 566 men, this shows an average decline of about 3½ per cent. This would be somewhat reduced had the assemblies at Neosho Falls and Solomon City stated their membership. Following the same plan as that adopted in connection with the trades organizations, we have compiled a table covering only the last three of the five years:

Location, city or town.	Members showing increase.....	Members showing decrease.....	Members showing no change.....	Members not reporting.....	Average per cent. of increase.....	Average per cent. of decrease.....	Per cent. of whole number (566) showing —			
							Increase...	Decrease ..	No change.	Not reporting..
Americus.....		11				10		2		4½
Carton.....				24						9½
Ellsworth.....				55						5½
Girard.....				29						12½
Horton.....				72						
Kansas City, (Armourdale).....	101				10½		17½			3½
Leavenworth.....				20						
Little River.....		15				10½		2½		
Marion.....		40				15		7		
Minersville.....		63				34½		11½		
Parsons.....			20						3½	
Pawnee township.....				15						2½
Peabody.....			56						9½	
Smith Center.....				27						4½
Toronto.....		18				22½		3½		
Totals.....	101	147	76	242						
Averages.....					10½	18½				
Per cent. of whole (566).....							17½	26	13½	42½

This three-year table shows that $10\frac{1}{2}$ of the $11\frac{1}{2}$ per cent. gain reported by 101 members was made during the shorter period, and that $18\frac{2}{3}$ of the $22\frac{2}{3}$ per cent. of loss sustained was incurred during the last three years of the term. Including the whole number of members (566), the average decrease would shrink, when compared with the five-year period, from $3\frac{1}{4}$ to about 3 per cent.

TABLE NO. 4—CONTINUED.

RAILROAD MEN, showing wages for five years, and per cent. of increase and decrease for five and three years.

Location, trade, and subdivision.	Wages for—					Per cent. of—			
	1889.	1888.	1887.	1886.	1885.	Increase in 5 years....	Decrease in 5 years....	Increase in 3 years....	Decrease in 3 years....
<i>Brakemen.</i>	Month.	Month.	Month.	Month.	Month.				
Chanute ¹									
Dodge City:									
Passenger—									
First class ²	\$100 00	\$90 00	\$110 00	¹					9 $\frac{1}{11}$
Second class.....	90 00	80 00	95 00						5 $\frac{1}{16}$
Third class.....	75 00	65 00	85 00						11 $\frac{1}{3}$
Freight—									
First class ²	90 00	85 00	100 00						10
Second class.....	80 00	75 00	90 00						11 $\frac{1}{2}$
Third class.....	70 00	60 00	80 00						12 $\frac{1}{2}$
Emporia:									
Passenger ³ —									
First class.....	55 00	55 00	55 00	\$55 00	\$56 00				
Second class.....	50 00	50 00	50 00	50 00	50 00				
Third class.....	45 00	45 00	45 00	45 00	45 00				
Freight ³ —									
First class.....	55 00	55 00	55 00	55 00	55 00				
Second class.....	50 00	50 00	50 00	50 00	50 00				
Third class.....	45 00	45 00	45 00	45 00	45 00				
Goodland ¹									
Hoisington:									
Passenger ⁴									
Freight—									
First class.....	90 00	¹							
Second class.....	60 00								
Horton:									
Passenger.....	50 00	50 00	45 00					10	
Freight—									
Through.....	55 00	50 00	45 00					18 $\frac{2}{3}$	
Local.....	65 00	60 00							
<i>Conductors.</i>									
Arkansas City:									
Passenger.....	125 00	100 00	100 00	90 00	90 00	28		20	
Freight.....	100 00	75 00	75 00	70 00	70 00	30		25	
Emporia:									
Passenger.....	100 00	100 00	100 00	95 00	95 00	5			
First class.....	75 00				75 00				
Second class.....	70 00				70 00				
Third class.....	65 00				65 00				
<i>Engineers.</i>									
Argentine:	Daily.	Daily.	Daily.	Daily.	Daily.				
Switch.....	\$2 75	\$2 75	\$2 75	\$2 75	\$2 75				
El Dorado:	Month.	Month.	Month.	Month.	Month.				
Passenger.....	\$120 00	\$140 00	\$140 00						14 $\frac{2}{3}$
Freight.....	115 00	125 00	130 00						11 $\frac{1}{2}$
Ellis ¹									

¹ No report as to wages.

² Brakemen and conductors.

³ This rate of wages is based on \$45 per month for first six months, \$50 for year after first six months, and \$55 after eighteen months' service. In passenger service, a month's run, to draw wages as above, is 4,500 miles; in freight service, 2,800 miles. "The rate for the past five years is to the best of my knowledge. I have been employed on this division since November, 1877."

⁴ "No white men on passenger." No wages given.

TABLE NO. 4—CONTINUED.

RAILROAD MEN, showing wages for five years, and per cent. of increase and decrease for five and three years.

Location, trade, and subdivision.	Wages for—					Per cent. of—			
	1889.	1888.	1887.	1886.	1885.	Increase in 5 years....	Decrease in 5 years....	Increase in 3 years....	Decrease in 3 years....
<i>Engineers—Concluded.</i>	Month.	Month.	Month.	Month.	Month.				
Emporia ¹									
Herington ²									
Hoisington ³									
Leavenworth:									
Passenger—									
C. R. I. & P. ⁴	\$116 00	\$116 00	\$116 00	\$100 00	\$100 00	13 $\frac{2}{3}$			
U. P. and Mo. Pac. ⁵									
Freight ⁶ (C. R. I. & P.)—									
First class.....	110 00	115 00	115 00	115 00	115 00		4 $\frac{5}{8}$		4 $\frac{2}{3}$
Second class.....	96 00	96 00	96 00	96 00	96 00				
Third class.....	78 00	78 00	78 00	78 00	78 00				
Neodesha:									
Passenger.....	105 00	105 00	105 00	105 00	105 00				
Freight—									
First class.....	120 00	120 00	120 00	120 00	120 00				
Second class.....	120 00	120 00	120 00	110 00	110 00	8 $\frac{1}{2}$			
Third class.....	120 00	120 00	120 00	100 00	100 00	16 $\frac{2}{3}$			
Newton:									
Passenger.....	85 00	85 00	75 00	70 00	65 00	23 $\frac{2}{7}$		11 $\frac{1}{8}$	
Freight.....	75 00	75 00	65 00	65 00	60 00	20		13 $\frac{1}{2}$	
Osawatimie:									
Passenger.....	100 00	100 00	100 00	100 00	100 00				
Freight.....	90 00	90 00	90 00	90 00	90 00				
Ottawa:	Daily.	Daily.	Daily.	Daily.	Daily.				
Passenger.....		\$3 50			\$3 50				
Freight.....		4 00			3 85			3 $\frac{1}{2}$	
Parsons:									
Passenger.....	\$4 00	4 00	\$4 00	\$4 00	4 00				
Freight.....	4 00	4 00	4 00	4 00	4 00				
Topeka ¹									
Wellington:	Month.	Month.	Month.	Month.	Month.				
Passenger.....	\$100 00	\$100 00	\$100 00	\$100 00	\$100 00				
Freight.....	120 00	120 00	120 00	120 00	120 00				
<i>Firemen.</i>	Daily.	Daily.	Daily.	Daily.	Daily.				
Armourdale ¹									
Chanute:									
Passenger.....	\$1 85	\$1 85	\$1 75	\$1 75	\$1 75	5 $\frac{1}{2}$		5 $\frac{1}{2}$	
Freight.....	2 20	2 20	2 00	2 00	2 00	9 $\frac{1}{2}$		9 $\frac{1}{2}$	
Dodge City:	Month.	Month.	Month.	Month.	Month.				
Passenger.....	\$65 00	\$65 00	\$60 00	\$55 00	\$50 00	23 $\frac{1}{3}$		7 $\frac{2}{3}$	
Freight—									
First class.....	55 00	55 00	50 00	45 00	45 00	18 $\frac{2}{3}$		9 $\frac{1}{2}$	
Second class.....	50 00	50 00	40 00	40 00	40 00	20			
Third class.....	45 00	45 00	40 00	35 00	35 00	22 $\frac{2}{3}$		11 $\frac{1}{2}$	
Downs:									
Passenger.....	60 00	60 00	60 00	60 00	60 00				
Freight.....	75 00	75 00	75 00	75 00	75 00				
El Dorado ⁶									
Emporia ⁷									
Fort Scott ⁷									
Herington:									
Passenger.....	75 00	80 00	90 00						16 $\frac{2}{3}$
Freight.....	80 00	90 00	90 00						11 $\frac{1}{2}$
Switch.....	45 00	45 00	45 00						
Horton ⁸									

¹ No report as to wages.² "You will have to get access to the company's books for this information, as we have no record."³ U. P. and Mo. Pac. have no classes; pay about the same as for C. R. I. & P.⁴ "Classes in 1889: \$4, \$3.50, and \$3 per day, being a decrease on first class, but an increase of about 10 per cent. on total miles made."⁵ "There has been neither increase nor decrease on this division."⁶ Wages not given, but says: "Wages are not so good as five years previous."⁷ Wages not given, but says: "They are about the same as for 1890."⁸ Wages not given, but says: "They have been uniform."

TABLE NO. 4—CONTINUED.

RAILROAD MEN, showing wages for five years, and per cent. of increase and decrease for five and three years.

Location, trade, and subdivision.	Wages for—					Per cent. of—			
	1889.	1888.	1887.	1886.	1885.	Increase in 5 years....	Decrease in 5 years....	Increase in 3 years....	Decrease in 3 years....
<i>Firemen—Concluded.</i>									
Kansas City:	Month.	Month.	Month.	Month.	Month.				
Passenger.....	\$65 00	\$65 00	\$60 00	\$55 00	\$50 00	23 $\frac{1}{3}$		7 $\frac{2}{3}$	
Freight.....	70 00	70 00	65 00	60 00	55 00	7 $\frac{1}{2}$		7 $\frac{1}{2}$	
Neodesha ¹									
Nickerson:									
Passenger.....	50 00	60 00	60 00						16 $\frac{1}{2}$
Freight.....	45 00	50 00	50 00						10
Parsons:									
Passenger.....	60 00	55 00	55 00	55 00	55 00	8 $\frac{1}{2}$		8 $\frac{1}{2}$	
Freight.....	75 00	62 00	62 00	62 00	62 00	17 $\frac{1}{2}$		17 $\frac{1}{2}$	
Wellington:									
Passenger.....	68 00	68 00	63 25	63 25	60 00	11 $\frac{4}{7}$		5 $\frac{1}{2}$	
Freight.....	70 00	70 00	60 00	² 63 25	63 25	9 $\frac{1}{2}$		14 $\frac{1}{2}$	
Hostlers.....	60 00	60 00	60 00	60 00	60 00				
<i>Switchmen.</i>									
Argentine:	Daily.	Daily.	Daily.	Daily.	Daily.				
Day foremen.....	\$2 70	\$2 70	\$2 70	\$2 70	\$2 25	16 $\frac{1}{2}$			
Day helpers.....	2 50	2 50	2 50	2 50	2 00	20			
Atchison:									
Day foremen.....	2 70	2 70	2 70	2 70	2 25	16 $\frac{1}{2}$			
Night foremen.....	2 90	2 90	2 90	2 90	2 30	20 $\frac{2}{3}$			
Day helpers.....	2 50	2 50	2 50	2 50	2 00	20			
Night helpers.....	2 70	2 70	2 70	2 70	2 25	16 $\frac{1}{2}$			
Emporia.....	Hour.	Hour.							
Leavenworth ²	\$0 23	³ \$0 23	2 25	1 90	1 90	31 $\frac{1}{10}$		18 $\frac{1}{2}$	
Newton:	Month.	Month.	Month.	Month.	Month.				
Day helpers.....	\$75 00	\$75 00	\$60 00	\$60 00	\$57 00	24		20	
Day foremen.....	81 00	81 00	65 00	65 00	63 00	22 $\frac{2}{3}$		19 $\frac{1}{2}$	
Night helpers.....	81 00	81 00	60 00	60 00	57 00	29 $\frac{1}{2}$		25 $\frac{2}{3}$	
Night foremen.....	87 00	87 00	65 00	65 00	63 00	27 $\frac{3}{10}$		25 $\frac{2}{3}$	

¹ No report as to wages.² In 1886 were divided into three classes. Firemen were paid about 55 per cent. of first-class engineers' wages. Firemen were all one class.³ Estimated at twelve hours per day, or \$2.76.⁴ See "Remarks."

Only one union of the Brotherhood of Brakemen reports the rate of wages for the full term of five years, and in no class was there any change. Two report for the years 1887, 1888, and 1889; one shows an average reduction during the three years of 9.82 per cent., while the other shows an advance during the same period of 14.29 per cent. The union reporting a reduction was composed of 35 members, and that reporting an advance of 18, or a total of 53. Considered together, 66 per cent. of the membership of the two unions suffered a decline in wages, and 34 per cent. received an advance. One division of conductors, with 20 members, shows an average advance of 29 per cent. during the five years, while the other, with 43 members, increased 5 per cent. on passenger men, the other classes remaining unchanged.

Seven divisions of engineers, composed of 266 members, report the rate of wages for each of the five years; three, with 96 members, show an increase of from 8 to 23 per cent. in five out of the ten classes into which their membership is divided. The pay of all but one of the remaining classes was un-

changed; this one shows a decrease of about 4 per cent. The other four divisions, with 170 members, report the same wages for each of the five years. Confined to a period of three years, one division of 42 members reports an average decrease in both classes of about $12\frac{1}{2}$ per cent., while one class out of five into which a division consisting of 20 members is divided, suffered a reduction of about $4\frac{1}{2}$ per cent., the other classes remaining unchanged. One, with 60 members, gives the wages paid in 1885 and 1888—no change in one class, and 15 cents per day advance in the other; and one, with 42 members, shows an advance in both classes averaging $12\frac{1}{2}$ per cent. Five divisions, with 154 members, do not answer the question in regard to wages. Of the whole membership of the fourteen divisions (522), 9 divisions, representing 368 members, answer the question; of this number, 102 show an advance, 204 no change, while 62 report a decrease.

Six lodges of firemen report for the full period of five years, two for three years, three do not state rate of wages, but say there has been no change. One answers "not as good," while two are silent on the question. The fourteen lodges reporting, have 386 members; 169 of this number belonging to the six who give rates of wages for the full five years. Five of the six unions, with 156 members, had wages increased from 5 to 23 per cent.—an average of $15\frac{1}{2}$; the other, with 13 members, experienced no change. The two unions reporting for three years, have 53 members; these show a decline of from 10 to 16 per cent., averaging 13. Including the union giving the rates for five years whose wages remained uniform, there are four that answer "no change," having in all 98 members. The union reporting wages "not as good" was composed of 35 members, while the two making no answer report 44.

Four of the five switchmen's unions give rates of wages for the entire five years; these unions had 129 members, and received an average advance of 22 per cent. The other, with 18 members, says: "Wages previous to organization [April 28, 1886] were, foremen, \$55 per month; switchmen, \$50; present wages, day foremen, \$2.70 for 10 hours' work; night foremen, \$2.90 for same number of hours; day switchmen \$2.50, and night switchmen \$2.70 for 10 hours." Counting 26 days to the month, these men received while unorganized an average of \$2.02 per day against a present *average* of \$2.70—an advance of about 25 per cent.

The table of averages and percentages, on the following page, gives the results obtained from the preceding detailed table.

TABLE showing increase and decrease for five years (1885-1890) for railroad men.

Occupation.	No. re- porting.		Increase.				Decrease.				No change.			Not reporting for full period.		
	No. unions...	Total mem- bers showing increase,....	No. unions...	No. members..	Per ct. of in- crease,....	Per ct. of mem- bers showing increase,....	No. unions...	No. members..	Per ct. of de- crease,....	Per ct. of mem- bers showing decrease,....	No. unions...	No. members..	Per ct. of mem- bers showing no change,....	No. unions...	No. members..	Per ct. of mem- bers not re- porting,....
Brakemen.....	5	96	2	63	17	100	1	35	9	4	18	19	4	78	81	
Conductors.....	2	63	3	96	14½	18½					4	170	32½	7	256	49
Engineers.....	14	522	5	156	15½	40½					4	98	25½	4	97	25
Firemen.....	14	386	5	147	22½	100										
Switchmen.....	5	147														
Totals.....	40	1,214	15	462	17½		1	35			9	286		15	431	
Average.....					17½											
Per cent. of whole (1,214).....						38				3			23½			35½

Examining the above table, it will be seen that 15 out of the 40 organizations, representing 38 per cent. of the entire membership, show 17½ per cent. increase of wages during the five years, while only 1, or 3 per cent., complains of a decline, and 59 per cent. either do not report at all, or say that wages remained unchanged. Distributed over the whole membership of 1,214, this 17½ per cent. represents approximately 6½ per cent. increase, if we assume that the gain equalizes the loss in the 15 unions not answering the question; or, confined to the 748 members of the 24 unions which actually answer—either that no change had occurred, or specifically state the advance—the gain during the five years was about 10¾ per cent.

As some of the organizations reporting had been organized less than five years, and consequently were not able to give us figures covering the longer period, we have compiled the following table showing the wage-changes during three years. The whole number of unions is included, but only the last three years are considered:

TABLE showing increase and decrease for three years (1887-1890) for railroad men.

Occupation.	No. re- porting.		Increase.				Decrease.				No change.			Not reporting for full period.		
	No. unions...	Total mem- bers showing increase,....	No. unions...	No. members..	Per ct. of in- crease,....	Per ct. of mem- bers showing increase,....	No. unions...	No. members..	Per ct. of de- crease,....	Per ct. of mem- bers showing decrease,....	No. unions...	No. members..	Per ct. of mem- bers showing no change,....	No. unions...	No. members..	Per ct. of mem- bers not re- porting,....
Brakemen.....	5	96	1	18	14½	19	1	35	9½	36½	1	18	19	2	25	25½
Conductors.....	2	63	2	63	22½	100	2	62	8½	12	5	204	39	5	154	29½
Engineers.....	14	522	2	102	8	19½	3	88	13½	22½	4	98	25½	2	44	11½
Firemen.....	14	386	5	156	10½	40½										
Switchmen.....	5	147	2	68	12	46½					3	79	55½			
Totals.....	40	1,214	12	407			6	185			13	399		9	223	
Averages.....					13½				10½							
Per cent. of whole (1,214).....						33½				15½			32½			18½

During this shorter period, as will be seen by the table, wages still continued to advance, but not in the same proportion— $33\frac{1}{2}$ per cent. showing an average gain of $13\frac{2}{3}$ per cent., while on the other hand, $15\frac{1}{4}$ per cent. reported a decline of $10\frac{2}{3}$ per cent. Confined to the 18 unions who during the three-year period show an actual gain or loss, 69 per cent. gained and 31 per cent. lost, which gives a net gain of about 6 per cent. if divided equally among the whole membership (592), or about 3 per cent. for the whole 1,214 members, if we assume that the gain or loss to the membership of the 9 unions who do not answer the question is equal.

Of the 33 trades-unions, with a total membership of 1,289, 8, with 292 members, or $22\frac{7}{10}$ per cent. of the whole, report an average increase of $16\frac{1}{2}$ per cent. in wages during the five years ending with the year 1889; while 4 unions, with 84 members, representing $6\frac{1}{2}$ per cent. of the whole number, suffered a decline during the same period of 27 per cent. These 376 men, or $29\frac{1}{2}$ of the whole, taken together, show a net average increase of $6\frac{1}{3}$ per cent.

One hundred and one of the 566 members (or $17\frac{7}{8}$ per cent.) of 15 local assemblies of the Knights of Labor, gained an average of $11\frac{1}{2}$ per cent. in wages during the five years; while 147, or 26 per cent., suffered a loss of $22\frac{2}{3}$ per cent. These 248 men, representing $43\frac{7}{8}$ per cent. of the whole, show a net loss of $8\frac{1}{4}$ per cent.

In the railway organizations, 40 unions, lodges and divisions report 1,214 members. Fifteen of this number, with 462 members (38 per cent.), show an advance during the five years of $17\frac{3}{8}$ per cent. One, with 35 members (3 per cent.), says wages were not as good, but does not report the amount of decline. The table following presents the details:

TABLE showing the increase and decrease in wages for the five years ending with 1889.

Class.	Number of organizations.....	Total number of members.....	Increase.			Decrease.			Net per cent. of increase for those reported.....	Net per cent. of decrease for those reported.....
			Number of organizations.....	Number of members.....	Per cent. of whole number.....	Number of organizations.....	Number of members.....	Per cent. of whole number.....		
Trades Unions.....	33	1,298	8	202	$22\frac{7}{10}$	4	84	$6\frac{1}{2}$	$6\frac{1}{3}$	.....
Knights of Labor.....	15	566	1	101	$17\frac{3}{8}$	5	147	26	$22\frac{2}{3}$	.....
Railway Brotherhoods..	40	1,214	15	462	38	.....	.....	.....	$17\frac{3}{8}$	.....
Totals.....	88	3,069	24	855	.....	9	231	.....	.....	.....
Per cent. of whole number (3,069).....	.....	.....	.....	.....	$27\frac{1}{2}$	.....	.....	$7\frac{1}{2}$	.....	.....
Per cent. of increase and decrease.....	.....	.....	.....	.....	$16\frac{2}{3}$	.....	.....	24	.....	.....

From the above table it will be seen that of 88 labor organizations, representing 3,069 members, 24, with 855 members ($27\frac{1}{2}$ per cent.), report an advance in wages during the five years ending with 1889, equaling $16\frac{2}{3}$ per cent., while 9, with 231 members ($7\frac{1}{2}$ per cent.), show a decline for the same period of 24 per cent. The net gain of the 1,086 men ($35\frac{3}{8}$ per cent. of the whole number) was $7\frac{3}{4}$ per cent.

TABLE NO. 5.

TRADES UNIONS, showing time of payment, truck stores, working-time, and regularity of employment.

Occupation and location.	Membership	Number paid cash.	Number paid—			Truck stores maintained by employers.		Working-time.		Per cent. of members having steady employment during past year.	Employment more regular this year than last.	
			Weekly.	Semi-weekly.	Monthly.	Yes.	No.	Hours per day.	Weeks per year.		Yes.	No.
Bricklayers—Topeka	43	43	43			1	9	24	50	1		
Carpenters:												
Atchison	12	12	12			1	10	44	None.		1	
Concordia	35	35	35			1	10	24	None.		1	
Kansas City						1	10	30	None.	1		
Hutchinson	122	122				1	10	36	None.		1	
Leavenworth	37	37	37			1	10	32	66		1	
Oswego		All.	All.			1	10	12	25		1	
Cigarmakers:												
Leavenworth		All.	All.			1	8	40	66		1	
Topeka	30	30	30			1	8	52	90	2		
Wichita	28	28	28			1	8	48	80	2		
Lathers—Topeka	32	32			32			36	None.	1		
Machinists:												
Horton	22	22			22	1	10	52	100			
Nickerson	19	19			19	1	10	52	80		1	
Topeka	48	48			48	1	10	52	66	1		
Molders:												
Fort Scott	20	20			20	1	10	52	100	1		
Leavenworth												
Parsons	30	30			30		10	50	75	1		
Topeka	10	10	7		3	1	10	40	10		1	
Packing-house Men—												
Kansas City	300	300	300				10	52	100	1		
Plasterers—Topeka		All.	All.			1	10	30	75			
Plumbers—Topeka		All.	All.			1	9	45	100		1	
Pressmen—Topeka	20	20	20			1	10	52	100		1	
Stonecutters:												
Hutchinson	8			8			10	48		1		
Topeka	24	24		24		1	8	31	100	2		
Tailors:												
Atchison	127	127	127			1	10	30			1	
Leavenworth	18	18	18			1	10	37	66		1	
Topeka	37	37	37			1		37	None.		1	
Typographical:												
Atchison	30	30	30			1	10	52	60	2		
Hutchinson	25	25	25			1	10	52	75	1		
Kansas City	15	15	15			1	10	52	85	1		
Leavenworth	31	31	31			1	10	52	66		1	
Topeka	108	108	108			1	10	50	80	2		
Wichita	58	58	58			1	10	32	65	1		
Totals	1,289	1,281	883	110	174	1	26	290	1,298	1,705	11	15

¹ One contractor has store.² No change.³ Wages are paid monthly. "We desire weekly payments."

Reports from 32 unions, representing 13 different trades, will be found in the foregoing table. Twenty-seven of these unions report their membership, aggregating 1,289. Twelve hundred and eighty-one are paid in cash, and the eight Hutchinson stonecutters are silent on the question. Eight hundred and eighty-three are paid weekly, 110 semi-monthly, 174 monthly, and 122 carpenters of Hutchinson do not answer the question. Only one "truck store" is reported. Twenty-seven say that no such store exists in connection with their employment, while 5 do not answer the question. Thirty-one unions give the hours worked per day, aggregating 300 and averaging 9 hours and 40 minutes; four (3 cigarmakers' and 1 stonecutters') reporting 8 hours; two (1 bricklayers' and 1 plumbers') 9 hours, and the remaining 25 unions work 10 hours. Thirty-two give the number of weeks during the year

in which their members can usually obtain employment, ranging from 12 to 52—aggregating 1,328, and averaging $41\frac{1}{2}$. The carpenters of Oswego say they were only able to work at their trade 12 weeks; two (1 bricklayers' and 1 carpenters') obtained 24 weeks' work; three (1 carpenters', 1 plasterers' and 1 tailors') give 30 weeks; one (stonecutters') 31 weeks; two (1 carpenters' and 1 typographical) 32 weeks; two (carpenters' and lathers') 36 weeks; two (both tailors') 37 weeks; two (cigarmakers' and molders') 40 weeks; one (carpenters') 44 weeks; one (plumbers') 45 weeks; two (cigarmakers' and stonecutters') 48 weeks; two (typographical and molders') 50 weeks; and 11 could obtain work 52 weeks. Twenty-four unions give the percentage of their members who had been able to obtain steady employment for the whole number of weeks above given. The range is from 25 to 100—the average $74\frac{1}{2}$ per cent. Six unions say that none of their members had steady employment, while three do not answer the question.

In the Bricklayers' Union, one-half the membership (50 per cent.) had regular employment. The two Carpenters' Unions reporting, average $45\frac{1}{2}$ per cent. of their members steadily employed, while the four other Carpenters' Unions say that none of their members were able to obtain regular work. Seventy-nine per cent. of the cigarmakers had steady employment, 82 per cent. of the machinists, 62 per cent. of the molders, and 75 per cent. of the plasterers. The packing-house men, the plumbers, the pressmen and the stonecutters, were all fully employed; of the tailors, 66 per cent. had regular work, and of the Typographical Unions, 72 per cent. Taking the 1,289 members together, 396 were unable to obtain steady employment, while 893, or about $69\frac{1}{2}$ per cent., worked an aggregate of 40,764 weeks—an average of 45 weeks, and a fraction more than $2\frac{1}{4}$ days.* The following table shows how many of these 893 men who obtained steady employment at their trade, worked the full 52 weeks, and how many worked less than 52 weeks, the nature of their occupation not permitting a full year's work. The percentage each division bears to the full number is also given:

<i>Number working.</i>	<i>Number of weeks worked.</i>	<i>Per cent. of whole number.</i>	<i>Number working.</i>	<i>Number of weeks worked.</i>	<i>Per cent. of whole number.</i>
506	52	56.66	62	32	6.95
109	50	12.20	24	31	2.70
30	48	3.40	127	30	14.22
1	40	.11	22	24	2.41
12	37	1.35			
			893	.....	100.00

The unions whose members could obtain regular employment for 52 weeks in the year, were one union of cigarmakers at Topeka, numbering 30 members, 90 per cent. of whom worked the full 52 weeks; three of machinists—one at Horton with 22 members, one at Topeka with 48, and one at Nickerson with 19; of these 89 machinists, 69 and a fraction worked the full 52 weeks.

* This is higher than the trade average given in Table 3, as it is obtained by considering the whole number of men, without regard to organization.

In three molders' unions, there was one at Fort Scott in which the whole 20 members worked throughout the year, the other two working less steadily. The 300 members of the Kansas City (Kansas) Packing-House Union report that they had regular employment throughout the entire year. The 20 pressmen in the Topeka Union also worked 52 weeks, as did 70 of the 101 belonging to the typographical unions of Atchison, Hutchinson, Kansas City (Kansas), and Leavenworth, while 87 of the Topeka Typographical Union were able to work for 50 weeks.

Answering question No. 20, which reads as follows: "Was employment more regular during the past year than in former years?" eleven say that it was; five report "No change;" while fifteen say "No." Of those answering in the negative, the machinists at Horton, and the plumbers and pressmen at Topeka (three in all) report all of their members as fully employed—the machinists and pressmen being able to work fifty-two weeks in the year, and the plumbers forty-five. The question does not ask whether employment was less regular, but of the twelve remaining unions who say that there was no improvement, the cigarmakers of Leavenworth and the machinists of Nickerson say that work was duller than during previous years; the other ten unions simply say that there was no improvement. The Leavenworth cigarmakers say that two-thirds of their members were regularly employed for forty weeks during the year, while four-fifths of the nineteen Nickerson machinists worked fifty-two weeks.

The answers received from some of the unions indicate that questions 18 and 19 were not clearly understood. Question 18 reads: "How many weeks in the year can your members *usually* obtain employment?" This has evidently been interpreted to mean, "How many weeks during the *past* year could your members obtain employment at your trade?" Certainly the weather would *permit* out-door employment as long for the carpenters of Oswego as for the carpenters of Atchison, and yet one says 12 and the other 44. The true solution of these answers seems to be that the Oswego carpenters stated the number of weeks that their members were steadily employed, and that 25 per cent. had regular employment during the year, while in the Atchison case the whole number of weeks is given in which building carpenters can work in this climate. Fortunately, these answers come from unions that as a rule report very small memberships, or else do not report this item at all, and as our table, showing the number of weeks worked by each fraction, only includes those unions which give the number of their members, the result is not affected, and the general deductions touching the answers to the other questions very slightly.

The aggregate membership of the 27 unions reporting is 1,289—an average of nearly 48, or for the 5 not answering this question 240, making, upon this basis, the total membership of the 32 unions 1,529. Of the 32 unions reporting, 31 give the hours worked; and using this estimate, it would show that 1,271 members or 83.12 per cent. worked 10 hours, 91 or 5.96 per cent. worked 9 hours, 130 or 8.50 per cent. worked 8 hours, while 37 or 2.42 per

cent. do not give the number of daily working hours. Of the 1,252 members belonging to the 26 unions actually answering this question, 1,127 work 10 hours, 43 work 9 hours, and 82 work 8 hours.

TABLE NO. 5—CONTINUED.

KNIGHTS OF LABOR, showing time of payment, truck stores, working-time, and regularity of employment.

Organization and location.	Membership.	Number paid cash.	Number paid—			Truck stores maintained by employers.		Working-time.		Per cent. of members having steady employment during past year.	Employment more regular this year than last.	
			Weekly.	Semi-monthly.	Monthly.	Yes.	No.	Hours per day.	Weeks per year.		Yes.	No.
Local Assembly—												
3647, Armourdale	101	101	101				1	10	40	50	1	
5994, Americus.	11	1	1				1	10	17	None.		1
—, Arkansas City												
—, Canton	24	24			24		1	10	32			1
—, Ellsworth	55	55	25		30			10	26	18		1
2539, Girard	29							10	52	75		1
1889, Herington												
1848, Horton	72	72			72		1	{ 8 } 10	52	90		1
2849, Hutchinson	All.	All.					1	10	40			1
349, Pawnee twp.	15	15	5				1	14				
7201, LaCygne	All.	All.					1	{ 10 } { 14 }	36	50		1
3809, Leavenworth	20	20	20				1	10	35	None.		1
9058, Little River	15	15			15		1	10	35	33		1
2193, Marion	40	40	20		20		1	10	35	10		1
—, Minersville	63	63	50		13		1	7½	16	None.		1
7061, Neosho Falls	8				½		1	9½	25	12½		1
—, Newton												
7479, Norway												
—, Parsons	20	20	20				1	10	20	None.	1	
99, Peabody	56	56	56				1	10	13	None.		1
—, Richland												
1249, Smith Center	27	27			27		1	10	20	10		1
9044, Solomon City	All.				All.		1	10	40	50	1	
2325, Topeka												
8063, Toronto	18	18	10		8		1	10	26	10		1

¹ Wages are not "uniformly" paid in cash. Time of payment: "Three or four times a year."

² "Laborers, one-half the year."

³ "Except out-door work."

⁴ "Eight in winter; 10 in summer."

⁵ At times agreed upon.

⁶ Except for laborers.

⁷ "It has decreased two-thirds."

⁸ "Fully one-half the wages are paid in store trade."

⁹ "Sometimes 12 hours."

¹⁰ "But one member."

Four hundred and sixteen of the 566 members of the Knights of Labor assemblies represented in the foregoing table worked ten hours a day, 72 worked an average of 9 hours, 63 (coal miners) worked 7½ hours, while 15 worked 14 hours—the average for all being 9 hours and 42 minutes. Three hundred and two, or about 53½ per cent., were paid weekly, 209, or 37 per cent., were paid monthly, and 55, or 9¾ per cent., do not answer the question. No "truck stores" are reported. The average number of weeks worked was 31½, and 137 out of 310 of the number represented in the answer to this question, or 44½ per cent., worked the full average number of weeks. Twelve assemblies, with 430 members, or 76 per cent., report work less regular than during

the preceding year. Two, with 121 members, or 21 $\frac{3}{8}$ per cent., say it was more regular, while one, with 15 members, or 2 $\frac{5}{8}$ per cent., does not answer the question.

TABLE NO. 5—CONTINUED.

RAILROAD MEN, showing time of payment, working-time, and regularity of payment.

Organization and location.	Membership.....	No. paid monthly....	Working-time.		Per cent. of members having steady employment in past year.....	Employment more regular this year than last.	
			Hours per week....	Weeks per year.....		Yes.....	No.....
<i>Brakemen.</i>							
Chanute.....	16	16	100	52	.....	1	.....
Dodge City.....	35	35	85	52	100	1	.....
Emporia.....	18	18	1	52	100	.....	1
Goodland.....	.....	All.	70	52	.....	.....	.....
Hoisington.....	9	9	60	8	66	1	.....
Horton.....	18	18	70	52	100	1	.....
Nickerson.....	.....	.....	.....	.....	.....	1	.....
<i>Conductors.</i>							
Arkansas City.....	20	20	75	52	100	1	.....
Emporia.....	43	43	70	52	87	1	.....
<i>Engineers.</i>							
Argentine.....	30	30	70	52	77	1	.....
El Dorado.....	42	42	70	52	80	.....	1
Ellis.....	48	48	.....	.....	.....	.....	.....
Emporia.....	.....	All.	.....	.....	98	.....	.....
Herington.....	32	32	{ 235 70 }	52	100	1	.....
Hoisington.....	14	14	42	52	100	4	.....
Leavenworth.....	20	20	{ 42 60 }	52	99	1	.....
Neodesha.....	34	34	{ 235 70 }	52	95	1	.....
Newton.....	42	42	100	46	66	1	.....
Osawatomie.....	43	43	.....	46	66	1	.....
Ottawa.....	60	60	.....	.....	75	.....	1
Parsons.....	52	52	70	52	95	.....	1
Topeka.....	60	60	.....	52	100	1	.....
Wellington.....	45	45	.....	52	100	4	.....
<i>Firemen.</i>							
Armourdale.....	17	17	.....	13	100	.....	1
Chanute.....	19	19	80	48	100	1	.....
Dodge City.....	18	18	70	40	100	1	.....
Downs.....	13	13	70	40	90	1	.....
El Dorado.....	29	29	50	52	100	1	.....
Emporia.....	35	35	70	52	100	1	.....
Fort Scott.....	29	29	.....	.....	66	.....	.....
Herington.....	29	29	{ 60 80 }	48	90	.....	1
Horton.....	27	27	70	52	100	1	.....
Kansas City.....	31	31	75	52	60	1	.....
Neodesha.....	27	27	.....	52	100	.....	1
Nickerson.....	24	24	{ 356 70 }	52	90	.....	1
Parsons.....	57	57	.....	52	100	1	.....
Wellington.....	31	31	84	36	87	1	.....
<i>Switchmen.</i>							
Argentine.....	30	30	.....	52	100	1	.....
Atchison.....	31	31	70	52	98	1	.....
Emporia.....	25	25	77	52	90	.....	1
Leavenworth.....	18	18	70	52	75	.....	1
Newton.....	43	43	70	40	90	4	.....

¹ "Cannot very well estimate; only regular runs on division averaging 42 hours, and 50 hours and 80 minutes."

² "Seventy on freight; 35 on passenger."

³ "Fifty-six on passenger; 70 on freight."

⁴ No change.

In the railroad table, the hours per week worked by brakemen averaged 77, the conductors 72 $\frac{1}{2}$, the engineers 62 $\frac{1}{2}$, (two divisions say, "Freight

70, passenger 35," while one reports "100,") the firemen average 69 hours 35 minutes, and the switchmen 71 hours 45 minutes. Estimated upon the basis of six working days per week, this would show an average of 12 hours and 50 minutes for brakemen, 12 hours and 5 minutes for conductors, 10 hours and 22 minutes for engineers, 11 hours and 36 minutes for firemen, and 11 hours and 57 minutes for switchmen — making a general average of 70 hours and 36 minutes per week, or 11 hours and 36 minutes per day. All of the brakemen's unions but one say that their members can usually obtain work throughout the entire year — that one reporting eight months. The conductors say 52 weeks, as do the engineers, except two divisions, which report 46 weeks. One firemen's lodge says 13 weeks, one 36 weeks, two 40 weeks, two 48 weeks, and seven say 52 weeks. The switchmen all report 52 weeks, except one, which limits to 40 weeks.

Seven brakemen's unions report employment more regular than during the previous year, and 1 reports no change. The conductors also say that work was steadier, as do 7 of the engineers', while 2 report no change, and 3 see no improvement. Nine lodges of firemen report an improvement, while 4 do not. Two switchmen's unions think there was an improvement, while 2 think there was none; one says "No change." Taken as a whole, the 39 unions reporting show a total membership of 1,214; twenty-four unions having 723 members, or 59½ per cent., show an improvement; thirteen, with 414 members (34 per cent.) report no improvement, while 2 unions with 77 members (6½ per cent.) do not answer the question. All were paid monthly. The average number of weeks reported in which work could usually be obtained, was 49, and 90½ per cent. of the members were employed for the full time. The following is a digest of Table No. 5:

Class.	No. of organizations represented	Total number of members	No. paid in cash	No. not answering	No. paid weekly	No. paid semi-monthly	No. paid monthly	No. not answering	Average hours worked per day	Average number of weeks in which work could usually be obtained ..	Per cent. of members having steady employment
Trades Unions.....	27	1,289	1,281	8	883	110	174	122	H. M. 9.40	¹ 41½	74½
Knights of Labor.....	15	566	526	40	302	.....	209	55	9.42	31½	44½
Railway Brotherhood,	39	1,214	1,214	.....	.....	.....	1,214	.....	11.36	¹ 49	90½
Totals.....	81	3,069	3,021	48	1,185	110	1,597	177	.....	.....	.....
General average .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	42½	.....
Per cent. of all (3,069),	.....	.....	.....	.....	38.6	3.6	52	5.6	.....	.....	75

¹ These averages are less than those given in Table 3, from the fact that they are based upon the unions making full reports, while these include all unions answering this question.

The average of weeks worked and per cent. of members employed, as shown in the foregoing table, were obtained by dividing the aggregate of percentages by the number of unions answering the question, thus showing a union average; but considered as a whole, without regard to organizations, and including the full number of men reported, 893 of the trades-unionists,

or about 69½ per cent., worked an average of a little more than 45½ weeks; and 963 of the railroad men, or about 79½ per cent., worked 49 weeks. This 79½ per cent. is considerably less than the average as shown in the union table, which is 90½, but the 963 men belong to the 34 unions who give both the weeks worked and the percentage of members fully employed. Two unions, one with 16 members (the other does not give membership), state that their members were able to usually procure employment for the full 52 weeks, but do not state the percentage of members thus fully employed. One union says that 98 per cent. of its membership was able to work full time, but gives neither the number of members nor the number of weeks during which work could usually be obtained; and two, with a joint membership of 89, had an average of 70½ per cent. of their members fully employed, but do not give the number of weeks worked. If these five unions had answered all of the questions, the 90½ per cent. union average would probably have been fully maintained.

TABLE NO. 6.

TRADES UNIONS, showing benefits and annual cost of maintaining organization.

Organization and location.	Benefits.								Annual cost per member of maintaining organi- zation.	
	Accidents.			Sickness.			Death.			
	Fund main- tained for.		Amount paid in 1889.....	Fund main- tained for.		Amount paid in 1889.....	Fund main- tained for.			Amount paid in 1889.....
	Yes ...	No ...		Yes ...	No ...		Yes ...	No ...		
Bricklayers—Topeka.....	1			1			1			\$3 00
Carpenters:										
Atchison		1			1		1		\$62	4 20
Concordia.....		1		1				1		5 00
Kansas City.....										
Hutchinson.....	1		\$50	1			1			4 20
Leavenworth.....	1				1		1			8 00
Oswego.....	1			1			1			3 20
Cigarmakers:										
Leavenworth.....	1			1		\$50	1		50	15 00
Topeka.....		1		1		50	1			14 50
Wichita.....	1		25	1		235	1		100	15 00
Lathers—Topeka.....										3 50
Machinists:										
Horton.....	1			1		18		1		6 00
Nickerson.....	1		3	1				1		6 00
Topeka.....		1		1				1		6 00
Molders:										
Fort Scott.....		1			1			1		8 00
Leavenworth.....										
Parsons.....	1				1		1			15 00
Topeka.....	1			1			1			9 00
Packing-house men—Kansas City.....										5 00
Plasterers—Topeka.....	1			1		25	1			7 20
Plumbers—Topeka.....										6 00
Pressmen—Topeka.....										5 20
Stonecutters:										
Hutchinson.....	1			1			1			4 00
Topeka.....		1			1		1			5 40
Tailors:										
Atchison		1			1		1			10 00
Leavenworth.....		1			1		1			5 80
Topeka.....		1			1		1			7 00
Typographical:										
Atchison		1		1		20	1		45	4 20
Hutchinson.....	1		70	1		70	1			4 20
Kansas City.....	1				1		1			6 00
Leavenworth.....		1		1		160	1			7 50
Topeka.....		1		1			1			5 40
Wichita.....		1		1		67	1		100	6 50

The preceding table shows those unions maintaining an accident, sick, or death fund, and the annual cost to each member for all purposes incident to supporting the union. Fourteen had an accident fund, and 13 had not. Four unions were called upon to contribute from this fund during the year—the amounts ranging from \$3 to \$7. Eighteen supported a fund to be drawn upon in case of sickness, and 9 did not; 9 of the 18 paid from this fund an aggregate of \$695, and an average of \$77.22—the sums ranging from \$18 to \$235. In the death column 22 unions are represented, while 5 have no fund of this character; five were called upon to draw from this sum during the year, in amounts ranging from \$50 to \$100—aggregating \$357, and averaging \$71.40. Thirty-one assessed their members—the sums paid annually ranging from \$3 to \$15. Nine paid all three forms of benefits; 2 paid in cases of accident or sickness only; 5 in cases of sickness or death; 3 for accidents or death; 2 for sickness only; and 5 for death only; while 5 maintained no benefit fund for any of the three causes mentioned in the table. The following are the general and trade averages, showing the annual cost to each member of maintaining their organizations:

<i>Trade.</i>	<i>Average.</i>	<i>Trade.</i>	<i>Average.</i>
General.....	\$6 48	Packing-house men.....	\$5 00
Bricklayers.....	3 00	Plasterers.....	7 20
Carpenters.....	4 92	Plumbers.....	6 00
Cigarmakers.....	14 83	Pressmen.....	5 20
Lathers.....	3 50	Stonecutters.....	4 70
Machinists.....	6 00	Tailors.....	7 60
Molders.....	10 67	Typographical.....	5 63

TABLE NO. 6—CONTINUED.

KNIGHTS OF LABOR, showing benefits, and annual cost of maintaining organization.

Organization and location.	Benefits.								Annual cost per member of maintaining organi- zation.....	
	Accidents.			Sickness.			Death.			
	Fund main- tained for.		Amount paid in 1889.....	Fund main- tained for.		Amount paid in 1889.....	Fund main- tained for.			Amount paid in 1889.....
	Yes....	No....		Yes....	No....		Yes....	No....		
Knights of Labor.										
Armourdale.....	1				1		1		\$4 00	
Americus.....		1			1		1		1 25	
Kansas City.....										
Canton.....	1			1		\$15	1		1 20	
Ellsworth.....				1		150	1	\$100	3 00	
Girard.....		1			1			1	2 50	
Herington.....										
Horton.....		1			1			1	3 00	
Hutchinson.....										
Pawnee township.....									54	
LaCygne.....		1			1		1		1 25	
Leavenworth.....										
Little River.....		1			1		1		1 50	
Marion.....		1			1	10		1	3 00	
Minersville.....							1		25	
Neosho Falls.....	1			1		10	1		3 00	
Newton.....										
Norway.....					1			1	3 00	
Parsons.....		1			1			1	2 00	
Peabody.....										
Richland.....										
Smith Center.....									3 00	
Solomon City.....									3 00	
Topeka.....										
Toronto.....		1		1		8	1		3 00	

Three assemblies maintained an accident fund, and nine did not; six paid in cases of sickness, and seven did not; while eight had a death fund, and six had none; one paid in cases of sickness; two in cases of death; one paid for both accidents and death; three for sickness and death; and two for all three causes. During the year 1889 five assemblies paid \$193 for sickness, and one paid \$100 from its death fund. The annual cost per member for supporting their assemblies ranged from 25 cents to \$4—the average being \$2.09.

TABLE NO. 6—CONCLUDED.
RAILROAD MEN, showing benefits, and annual cost of maintaining organization.

Organization and location.	Benefits.										Annual cost per member of maintaining organization.
	Accidents.		Sickness.		Death.		Pay for total disability.....	Pay to heirs of deceased.....			
	Fund maintained for.	Amount paid in 1889.....	Fund maintained for.	Amount paid in 1889.....	Fund maintained for.	Amount paid in 1889.....					
									Yes..	No..	
<i>Brakemen.</i>											
Chanute.....	1	.....	1	.....	1	.....	\$1,000	\$1,000	\$18 00
Dodge City.....	1	.....	1	.....	1	.....	1,000	1,000	30 00
Emporia.....	1	.....	1	.....	1	.....	1,000	1,000	25 50
Goodland.....	1	.....	1	.....	1	.....	1,000	1,000	.....	
Holsington.....	1	.....	1	.....	1	.....	1,000	1,000	24 00
Horton.....	1	.....	\$300	.....	1	.....	1,000	1,000	24 00
Nickerson.....											
<i>Conductors.</i>											
Arkansas City.....	1	.....	1	.....	1	.....	1,000	1,000	9 00
Emporia.....	1	.....		1		1	1,000	1,000	14 00	
<i>Engineers.</i>											
Argentine.....											
El Dorado.....			1	.....	1	.....			64 00
Ellis.....	1	.....	1	.....	1	.....			36 00
Emporia.....	1	.....							45 00	
Herington.....									18 00		
Holsington.....											
Leavenworth.....	1	.....	1	.....	1	²	³	³	40 00
Neodesha.....	1	.....	1,008	.....	1	.....	1,008	³	80 00
Newton.....	1	.....		1		1		³	100 00	
Osawatomie.....									75 00		
Ottawa.....	1	.....	1	.....	1	.....			50 00
Parsons.....	1	.....	250	.....	1	³	³		75 00
Topeka.....		1		1		1					
Wellington.....	1	.....		1		1	³			
<i>Firemen.</i>											
Armourdale.....		1		1		1	1,500	1,500	26 00		
Chanute.....		1		1		1	1,500	1,500	24 50		
Dodge City.....		1		1		1	1,500	1,500	25 00		
Downs.....		1		1		1	1,500	1,500	26 00		
El Dorado.....	1	.....	100	.....	1	.....	1,500	1,500	30 00
Emporia.....	1	.....		1		1	1,500		22 00	
Fort Scott.....		1		1		1	1,500	1,500	20 00		
Herington.....	1	.....		1		1	1,500	1,500	60 00	
Horton.....		1		1		1	1,500	1,500	25 00		
Kansas City.....	1	.....		1		1	1,500	1,500	24 00	
Neodesha.....	1	.....		1		1	1,500	1,500	20 00	
Nickerson.....	1	.....				1	1,500		25 00	
Parsons.....	1	.....		1		1	1,500	1,500	23 00	
Wellington.....	1	.....	125	.....	1	.....	1,500	1,500	22 00
<i>Switchmen.</i>											
Argentine.....	1	.....	200	.....	1	.....	300	900	25 00
Atchison.....	1	.....	235	.....	1	.....		900	⁴
Emporia.....	1	.....	50	.....	1	.....		900	30 00
Leavenworth.....	1	.....	95	.....	1	.....		975	24 00
Newton.....	1	.....	1,020	.....	1	.....		900	30 00

¹ Does not include benefit assessments.

² \$200,000 by the Grand Division.

³ \$1,500, \$3,000, and \$4,500, according to policy.

⁴ "According to the number of deaths and disabilities. We are assessed 20 cents for each death."

Brakemen.—Six organizations maintain an accident fund, and one paid \$300 from this fund during the year 1889. Five had a sick fund, but made no disbursements from it during the year. Six paid \$1,000 in cases of death or total disability, and two paid \$1,000 each in death losses in 1889. The cost per member in five of the unions ranged from \$18 to \$30 per year—the average being \$24.30. One union does not answer the question.

Conductors.—Two organizations have an accident, and one of the two also maintains a sick and death fund; both say that they pay \$1,000 in the event of death or total disability, but the funds were not drawn upon during the year; the average cost per member was \$11.50.

Engineers.—Seven divisions report an accident fund; one paid \$1,008 and one \$250 from this fund during the year. Six of the seven also have a sick fund; one paid \$250, and one paid \$100. Another division, which does not report an accident fund, paid \$100 during the year in cases of sickness. Nine divisions say that they have a death fund, the sums paid ranging from \$1,500 to \$4,500, according to policy. (See foot-note to table.) The cost per member of maintaining the organization (including assessments) averaged \$62.77 for the divisions reporting.

Firemen.—All the union lodges pay \$1,500 in case of death or total disability. Six have an accident and sick-benefit fund, while two maintain the accident but not the sick fund; six do not provide either. The average annual cost per member, including assessments, is \$26.61. Two divisions drew on their accident funds to the extent of \$225 during the year, and three paid an aggregate of \$250 in cases of sickness.

Switchmen.—The five switchmen's unions maintain an accident fund, and all of them had occasion to draw on this fund during the year in sums ranging from \$50 to \$1,020—aggregating \$1,600, and averaging \$320. Three had a sick fund, and one of the three paid \$110 on this account; four of the five unions paid \$900, and the other \$975, in cases of death or total disability—one of the five paying \$300 on this account. Four paid an average of \$27.25, including assessments annually, and the other paid a per-capita assessment of 20 cents for each case of death or total disability.

Taken together, nearly all of the organizations pay from \$900 to in some instances as much as \$4,500 in case of death or total disability. Twenty-two of the unions maintain funds to be used in cases of accident or sickness, three in cases of accident but not for sickness, and three for sickness but not for ordinary accidents. Thirty-two report the annual cost per member of supporting the organizations, including assessments made in cases of death. This ranges from \$9 to \$100—the general average being \$35.03.

A general resumé of the tables shows that the increase in the trades unions since date of organization equalled 131 per cent., of the Knights of Labor 22 per cent., and of the railroad organizations 113 per cent. Seventy-nine per cent. of the "trade" in the localities represented belonged to the "union,"

and 78 per cent. of the railroad men. Fifty-three per cent. of the trades-unionists, 77 per cent. of the Knights of Labor, and 69 per cent. of the railroad men had families. Of the family men, 31 per cent. of the unionists, 42 per cent. of the Knights, and 36 per cent. of the railroad men were home-owners. Ninety-nine per cent. of the membership of trades unions, 91 per cent. of the "Knights," and 99 $\frac{3}{4}$ per cent. of the railroad men were American citizens. Seventy-eight and three-tenths per cent. of the trades-union membership, and 90 $\frac{1}{2}$ per cent. of the railroad men were fully employed for an average of 42 $\frac{1}{2}$ and 50 $\frac{1}{2}$ weeks yearly, respectively. The trades unions averaged 77 members, and the railroad organizations 183. Twenty-two and seven-tenths per cent. of the trades-union membership show an increase in wages of 16 $\frac{1}{2}$ per cent. during the five years, and 6 $\frac{1}{2}$ per cent. show a decrease of 27 per cent.—the net increase for all equalling 6 $\frac{1}{4}$ per cent.; seventeen and seven-eighths per cent. of the Knights of Labor membership show 11 $\frac{1}{2}$ per cent. increase, and 26 per cent. a decrease of 22 $\frac{3}{8}$ per cent.—the net decrease being 8 $\frac{1}{4}$ per cent.; and 38 per cent. of the railroad men gain 17 $\frac{3}{8}$ per cent. in wages—the net average gain for all classes being 7 $\frac{3}{8}$ per cent. The average daily hours of labor for the members of the trades unions were 9 hours and 40 minutes, of the "Knights," 9 hours and 42 minutes, and of the railroad men, 11 hours and 36 minutes.

STRIKES, LOCK-OUTS, ETC.

Eight trades unions reply to the question as to what strikes or lock-outs have taken place in which the local unions were engaged since January 1, 1885, as follows:

Cigarmakers.—Leavenworth, 1; date, November 2, 1889; number of men, 2; cause, introduction of machine; was still in force January 1, 1890; assistance received, \$16; committee conferred with the manufacturer for the purpose of arbitration, but without result. Wichita, no strike, though a demand was made in 1888 for \$1 per 1,000 advance, which was granted without trouble.

Molders.—Parsons, 1; date, April, 1885; number of men, 30; cause, ten per cent. reduction; continued, 10 days; result, wages restored; assistance received, \$100; attempts to adjust by arbitration, none.

Plumbers.—Topeka, May, 1889, for reduction of hours and adjustment of minor differences.

Typographical.—Leavenworth, 1; date, 1889; number of men, 18; cause, reduction in price of composition; continued, one week; result, failure; assistance received, \$100; attempts to adjust by arbitration, none. Wichita had no strikes or lock-outs worth mentioning, but had trouble trying to unionize a paper in October, 1887, which was boycotted and gained, but which suspended in a few days after the office was opened to the union.

Tailors.—Atchison, 1; number of men, 18; cause, refusal to pay the bill of prices; continued 3 days; result, bill of prices adopted; no assistance; difficulty adjusted by arbitration. Leavenworth: There was a lock-out in the latter part of August, 1885, on account of prices; it lasted one month. An attempt was made to adjust it by arbitration, and one firm signed the bill; the others held their own and we had to accept. We were not organized as the Journeymen Tailors' Union of America at the

time. Topeka, 3; one October 7, 1888; number of men, 12; cause, refusal of one boss to sign bill of prices; continued three days; result, scale adopted; another, October, 1889; number of men, 12; cause, a difference of opinion as regards classification of goods; continued 5½ days; won by employés; assistance received, \$64; a third, April 5, 1890; number of men, 5; cause, refusal to sign bill of prices; continued 3 days; result, scale adopted; assistance received, \$9.

The Knights of Labor report two strikes; one report is by the Labor Assembly at Armourdale in regard to the general strike on the Southwestern system, in March, 1885; number of men engaged in strike from this assembly, 225; continued 40 days; result, a loss; all possible attempts made to adjust, but failed. The other at Leavenworth, in May, 1887; cause, attempts by employers to force employés to work with Bridge & Beach boycotted patterns; result, failure.

The Leavenworth Division of Brotherhood of Locomotive Engineers report a wage difficulty on three railways, settled by arbitration, with a slight general increase of wages; and the Ottawa Division report the strike on the Atchison, Topeka & Santa Fé Railroad, in March, 1888.

Six lodges of locomotive firemen report as follows:

Chanute.—One in March, 1888; number of men, 70; cause, on account of C. B. & Q. strike; continued four days.

Dodge City.—One in March, 1888; number of men, 15; cause, in support of C. B. & Q. strike; continued three days; result satisfactory.

Emporia.—One in March, 1888; cause, in support of C. B. & Q. strike.

Horton.—One February 27, 1888; number of men, 3; cause, C. B. & Q. strike; continued nine months; result, loss; assistance received, \$7.20; attempted to adjust by arbitration, but failed.

Nickerson.—One March 15, 1888; number of men, 25; cause, C. B. & Q. strike; continued four days; result, good; no assistance asked for; everything reasonable was attempted in the way of arbitration.

Wellington.—One in 1888; number of men, 24; cause, C. B. & Q. strike; continued 4 days; result unknown; a committee waited on Santa Fé officials, and asked that strict neutrality be shown toward the C. B. & Q., but the request was wholly ignored.

Eighteen unions answered the question as to what amount had been contributed to assist others in strikes the past five years, as follows:

Carpenters.—Atchison, \$45; Concordia, \$4.80; Hutchinson, \$16; Leavenworth, \$4.50; Oswego, \$2.80.

Cigarmakers.—Wichita reports \$300, though the rule seems to be, as explained by other unions of like character, that the International Union has charge of all funds of that character.

Machinists.—Horton, \$10.

Molders.—Fort Scott, \$1,000; Parsons, \$650; Topeka, \$250.

Stonemasons.—Hutchinson, \$10; Topeka, \$200.

Tailors.—Atchison, \$8; Leavenworth, \$25.

Typographical.—Atchison, \$10; Kansas City, \$25; Topeka, \$300; Wichita, \$100.

Eight assemblies of the Knights of Labor answer the same question, as follows: Americus, \$10; Girard, \$100; La Cygne, \$50; Leavenworth, \$215; Little River, \$300; Marion, \$20; Neosho Falls, \$12; Smith Center, \$5.

Of the railroad men, six divisions of engineers give the amounts paid out for strikes, as follows: El Dorado, \$630; Ellis, \$100; Leavenworth, \$100; Neodesha, \$1,200; Newton, \$150; Parsons, \$900. Ten divisions of firemen from ten cities reported as follows: Chanute, \$535; Dodge City, \$313; Downs, \$200; El Dorado, \$800; Herington, \$150; Horton, \$500; Kansas City, \$600; Nickerson, \$720; Parsons, \$900.20; Wellington, \$300.

It should be understood that in most cases the replies to this question are only approximated.

APPRENTICES AND GREEN HANDS.

The questions as regards apprentices in the trades, and the class that occupy parallel conditions with the railroads—the green hands—are not answered in all of those reporting; but as the answers are not so much at length as the foregoing, we give it in tabulated form, as below:

APPRENTICES AND GREEN HANDS.

<i>Occupation and location.</i>	<i>Apprentices permitted.</i>	<i>Years of service required.</i>	<i>Percentage who have served a requisite apprenticeship.</i>	<i>Is the present apprenticeship law of benefit to the trade.</i>	<i>Do you desire a law for the indenture of apprentices.</i>
TRADES UNIONS.					
<i>Bricklayers</i> —Topeka.....	1 to each journeyman.....	3	66½	Yes....	Yes.
<i>Carpenters:</i>					
Atchison.....		4	100		
Concordia.....	2 to each shop.....	3		Yes....	Yes.
Hutchinson.....		4	75		
Leavenworth.....		3½	33½	Yes....	Yes.
Oswego.....		3	100		Yes. ¹
<i>Cigarmakers:</i>					
Leavenworth.....	1 to 5 men, 1 for additional 10 men....	3	100	Yes....	Yes.
Topeka.....	1 to 5 men, not more than 3 to one shop.	3	80	Yes....	Yes.
Wichita.....	1 to every 10 men.....	3	100		Yes.
<i>Machinists:</i>					
Horton.....	1 to 5 men.....	4	100	No....	Yes.
Nickerson.....	1 to 5 journeymen.....	4	100	Yes....	Yes.
Topeka.....		4	66½	No....	Yes.
<i>Molders:</i>					
Fort Scott.....	1 to 8 journeymen.....	4	100	Yes....	Yes.
Parsons.....	1 to each shop ²	4	100	No....	Yes.
Topeka.....	1 to each molder.....	4	100	³	Yes.
<i>Plasterers</i> —Topeka.....	1 to every 10 men.....	3	90	No....	Yes.
<i>Plumbers</i> —Topeka.....	1 to each journeyman.....	4	100	No....	Yes.
<i>Pressmen</i> —Topeka.....		4	90	No....	
<i>Stonecutters:</i>					
Hutchinson.....	2 to each shop.....	4	100	Yes....	No.
Topeka.....	2 to every firm under 100 men.....	4	83½	³	Yes.
<i>Tailors:</i>					
Atchison.....		4	100		Yes.
Leavenworth.....	1 to each firm.....	3	22½	Yes....	Yes.
Topeka.....			100		Yes.
<i>Typographical:</i>					
Atchison.....	1 to 5 journeymen.....	4	100	No....	Yes.
Hutchinson.....	1 to 5 journeymen.....	4	100		Yes.
Kansas City.....		4	100	⁴	

¹A law is desired for the indenture of apprentices, and would have them examined by a competent board before they are allowed to collect wages, and fine them for it [if they have not been examined].

²Irrespective of the number of molders employed, and 1 to every 8 molders; must be 10 years of age, and not over 21.

³The present law would be of value if enforced.

⁴The present apprenticeship law is of little value, and the matter of term of service is regulated by the International Union.

APPRENTICES AND GREEN HANDS—CONCLUDED.

Occupation and location.	Apprentices permitted.	Years of service required.	Percentage who have served a requisite apprenticeship.	Is the present apprenticeship law of benefit to the trade.	Do you desire a law for the indenture of apprentices.
TRADES UNIONS—concluded.					
<i>Typographical—Concluded.</i>					
Leavenworth	1 to 7 men	4	66 ² / ₃	No	Yes.
Topeka		4	100	No	5
Wichita	1 to 5 journeymen	4	100	No	Yes.
KNIGHTS OF LABOR.					
Horton				No	Yes.
Minersville					Yes.
Neosho Falls					Yes.
Peabody					No.
Toronto				No	Yes.
RAILROAD MEN.					
<i>Brakemen:</i>					
Chanute		1	100		
Dodge City		1			
Emporia		1	100		Yes.
Goodland		1	100		
Hoisington		1			Yes.
Horton		1			
<i>Conductors:</i>					
Arkansas City		3	100		
Emporia		1	100		
<i>Engineers:</i>					
Argentine		6 ⁵	100		
El Dorado		1	100		No.
Herington		1	100		
Hoisington			100		
Leavenworth		1	100		
Neodesha		4	100		Yes.
Newton		1	100		
Osawatomie		1			
Ottawa		4-8	100		
Parsons		7 ¹	100		
Topeka		7 ¹	100		
Wellington		1	100		
<i>Firemen:</i>					
Armourdale		1			Yes.
Chanute		1	90		No.
Dodge City		1	100		Yes.
Downs		1	100		
El Dorado		1	100		Yes.
Emporia		1	100		No.
Fort Scott		1			No.
Herington		1	100		No.
Horton		1	100		
Kansas City		1	100		Yes.
Neodesha		1	100		Yes.
Nickerson		1	100		No.
Parsons		1	100		Yes.
Wellington		1	100		8
<i>Switchmen:</i>					
Argentine		1	100		No.
Atchison		1	100		No.
Emporia		1	100		
Leavenworth		1	100		No.
Newton		1	100		No. ⁹

⁵ We would favor a law for indenture of apprentices, but doubt if a practical one could be framed.⁶ Four years firing, and one year running.⁷ One year as locomotive engineer.⁸ Would rather have a law to prohibit corporations from flooding the country with them.⁹ There are enough switchmen in the country now for the next ten years.

REMARKS.

Under this heading we give answers to questions 36 to 41, inclusive, relating to the influence convict labor had upon the trade; how such labor should be utilized; what was the effect of foreign immigration; what well-defined advantages had resulted from organization; as to the tendency toward an increase in the number and efficiency of organizations in the trades; and as to what legislation, if any, would be of advantage. To these queries the following replies were received:

BRICKLAYERS.

Topeka: Convict labor has had no influence of consequence upon our trade, but we think such labor should be utilized in mining and building roads; foreign immigration lowers wages; one hour less per day and a regular scale of wages are among the advantages that have been secured by organization; legislation restricting foreign immigration would be of advantage to our trade. The country is overrun with foreigners, to the detriment of all laboring men, as they can live cheaper than a native American, don't care for anything that will have a tendency to elevate them socially or otherwise, and we can't compete with them and live. We would like a law that would compel everyone to pay weekly for everything.

CARPENTERS.

Atchison: Don't think convict labor has had any influence on the trade; foreign immigration overruns the trade; no well-defined advantages have resulted from organization; our trade is increasing in efficiency and organization; the eight-hour work-day would be of decided advantage.

Concordia: Convict labor has had no direct effect upon the trade—it should be utilized by the State and not by corporations; foreign immigration does not affect us directly; one of the results of organization has been the benefit to us from a social standpoint; our trade has been much benefited by organization; a revision of the mechanics' lien law, giving mechanics the first lien, would be of advantage to our trade.

Hutchinson: Convict labor has not had any influence on our trade, and we think the work should be performed inside the walls; foreign immigration is demoralizing to our trade; the advantages of organization have been of benefit to us, both socially and morally; if foreign immigration could be restricted, it would be of advantage. Owing to our members going out of town, and death of the "boom," it leaves our order in this city in bad shape for the year 1890, and with a light attendance at present. We have made many good union carpenters since organization, and will still do much good in the future.

Leavenworth: Convict labor has not influenced our trade in any manner, but we think the labor should be utilized on the county roads; foreign immigration has had a bad effect upon our trade; one well-defined advantage that has resulted from organization is, that it has given us shorter hours and more pay; the tendency has been toward an increase in number and efficiency of organizations. In the matter of legislation, we would like the enactment of an eight-hour law, and the Australian system of balloting.

Oswego: Convict labor has a tendency to lessen wages, and as regards this class of labor I would say hang all who have been sentenced to date, and let the rest dig coal; foreign immigration has had a tendency to lessen wages; we have obtained better wages when well organized; our trade has increased in efficiency of organiza-

tion; a law should be passed compelling all men to pass a thorough examination before they could contract work; in other words, they should serve at least a three-years apprenticeship.

CIGARMAKERS.

Leavenworth: Convict labor has had a great deal of influence upon our trade, and we think it should be utilized on the public roads; foreign immigration also affects our trade considerably; one of the favorable results of organization has been that it has given us a fair scale of wages; there is an increase in the number and efficiency of organization; legislation looking toward the abolishment of convict labor, the restriction of foreign convict labor, and to place high tariff on foreign-manufactured cigars would be of great advantage to us. The trade for 1889 has been dull, and it is still worse for this far in 1890. A high tariff, if placed upon leaf tobacco, should also be placed on foreign-made cigars in order to protect the home manufacturer.

Topeka: The country is flooded with poor cigars, the results of convict labor, when such labor might be utilized in making good roads; foreign immigration has had very little effect upon the trade; I think we receive from \$2 to \$5 per week more as the result of organization, and that it has had the effect to increase the number and efficiency of organization. A high tariff on imported cigars would be of advantage to the trade. Our international organization numbers about 25,000, and we have about \$250,000 distributed in our local unions all over the United States and Canada. The cigar business is not of much force, owing to merchants purchasing goods of this class in the East. If the cigars consumed in Kansas were made here there would be fifty employed for every one employed now. State legislation would not affect us any, as there are no tenement-house factories in the State.

Wichita: Less hours of work and better wages have been the result of organization. The tendency is toward an increase in the number and efficiency of organizations. We would like the enactment of a law prohibiting the fraudulent use of our "blue label." Convict labor has had a bad effect on our trade, as their products are sold so far below what we can afford to produce them for. Foreign immigration has had a bad effect on our trade, as there are enough of them here now to supply the demand for cigars; and another thing is, they will work for almost nothing. Our trade would be better all over the country if the child-labor law was enforced in some of the Eastern States. Take the States of New York and Pennsylvania for examples: There are thousands of little boys and girls, ranging from 7 to 14 years of age, employed in the cigar industry in those States.

LATHERS.

Topeka: There is no tendency toward an increase in number and efficiency in the trade. Our union having adjourned from December, 1889, until April, 1890, prevents me from being as accurate as I should like.

MACHINISTS.

Horton: Convict labor has had a bad influence upon our trade, and in our opinion should be utilized by working on public roads cracking stone; foreign immigration has a good effect upon our trade; better treatment and higher wages have been the results of organization, and the tendency is toward an increase in number and efficiency of organization; a law making it illegal to employ children under 15 years of age, would be of advantage to our trade.

Nickerson: There are a good many articles made by convict labor that are sold cheaper than the same articles manufactured by free labor, and aside from this, there are numbers released from the penitentiary with a partial knowledge of the trade,

that work at low wages and keep prices down; convicts should be employed only on unskilled labor; immigration has a tendency to lower the standard of wages and increase the number of unemployed, though it affects unskilled labor the most; by organization we have been enabled to secure many advantages, and the tendency has been toward an increase in number and efficiency of organization; we believe that a law should be enacted preventing minors under 16 years from entering shops to work, to prohibit men from being compelled to work in unsafe places, to give men the privilege of Sunday as a day of rest, and to constitute eight hours as a day's work.

Topeka: Convict labor has had no influence upon our trade. Owing to the short time in which we have been organized, we cannot say that any particular advantage has resulted from organization; eight hours per day and a weekly system of payments would be of advantage to the trade. Owing to the short time we have been organized, we have not been able to accomplish much for our mutual improvement. This is the first organization of the machinists since the disbanding of the Machinists' and Blacksmiths' Union in 1868. The number of unions is increasing at the rate of ten per month. The aims and objects of the order are to build up and refine the educational and social qualities of machinists and the rising generation, and to more thoroughly instruct them in the increasing improvements in their business. We favor the settlement of all grievances by arbitration, and we shall endeavor to create and maintain harmonious relations between employé and employer, and we also denounce any attempt to antagonize the interests of labor and capital.

MOLDERS.

Fort Scott: Convict labor has had every influence in the world, and should be utilized for State purposes so that it may not come in competition with free and honest labor.

Parsons: Convict labor has had a very bad influence on stove molders, and should only be utilized for self-support; in case of a strike, foreign immigration has a very bad effect; without organization, we would probably now be working for laborers' wages only, and as it is we have been able to limit apprentices and obtain increased wages; the organization has, also, doubled within a year; an effectual law against importation of foreign labor to America while strikes are in progress, a law against boys of school age working at the trade, against the letting of contracts for State work to unfair employers, a weekly-payment law, and a law against convicts being leased to firms to work at the trade, would be of great benefit to us. While wages are apparently high here, we have had in the last three years a continual raise of work. For example, four hand-car wheels used to be a day's work, and we received a day's wages for that amount, but now they require six, or a third more work. The same ratio exists on all the work we do now, the cause being this: The firm which has the shop leased employs us, and they bid so low to obtain contracts that in order to get their money out of it and make a profit, we, the molders, have to do more work than formerly for the same pay. Firms bidding on job contracts in this day of unfair competition, depend largely on having their work performed as cheaply as possible; therefore, the firm or corporation with the best slave-driver, having the least soul, gets the bulk of the contracts. Employers who otherwise would pay good wages, and not kill their men by over-work, are forced to do so for self-protection. By this means we have a good opportunity of seeing the beauty of this great bugbear of newspaper editors — healthy competition. We favor the enactment of a law compelling the insertion of an eight-hour clause in all contracts for Government work.

Topeka: Convict labor has had a very bad effect on our trade, as has also for-

eign immigration; but the advantages of organization have had a beneficial influence; the tendency has been toward an increase in efficiency of organization; if the apprentice law was thoroughly enforced, it would be of benefit to our trade, as also a law making a uniform time for the payment of wages, the foreign-contract labor law, and the law restricting Chinese immigration.

PACKING-HOUSE.

Kansas City: Foreign immigration has rather a deadening effect; by organization we have greater brotherly love, and greater sympathy in daily toil, and greater willingness to lend a helping hand; organization has a tendency to increase the number and efficiency of our organizations.

PLASTERERS.

Topeka: Convict labor has had no direct influence upon the trade, but we think it should be utilized only on State work; foreign immigration lowers wages; the advantages that have accrued as a result of organization have been unanimity of thought and action; the tendency is toward an increase in number and efficiency of organization; fewer hours per day and a new apprentice law would be of great advantage to the trade. We deem it unjust and wholly wrong for the State to put convict labor in competition with the labor of honest men—who are trying to support and educate their children—for the sole benefit of corporations and private contractors. With regard to foreign immigration, must say that foreigners of certain nationalities, owing to forced habits of frugality in their native country, are able to subsist on much less than Americans and foreigners of other nationalities. They are unskilled, as a rule, and place their labor in competition with the skilled labor of Americans and Europeans, thereby tending to lower the wages of skillful mechanics.

PLUMBERS.

Topeka: Convict labor has had no influence upon the trade, but we think it should not be utilized in competition with free labor, and they might be put to work making their own clothes, bedding, etc.; generally speaking, foreign immigration has had a bad influence upon our trade; the principal advantage that has accrued to us from organization has been the shortening of hours; the tendency is toward an increase in number and efficiency of organization; the shortening of hours on State and municipal work would be of decided advantage to the trade.

PRESSMEN.

Topeka: Foreign immigration has not had much influence upon the trade; no well-defined benefits have resulted from organization, except that we are a unit in case of trouble; the tendency has been toward an increase in efficiency of organization.

STONECUTTERS.

Hutchinson: We have formed no opinion as to the utilization of convict labor; foreign immigration has had no influence upon our trade; organization has had the effect of keeping up the standard rate of wages, and is increasing in numbers and efficiency; we can't say that we know of any legislation that would be of advantage to the trade.

Topeka: Convict labor has foisted inferior mechanics upon the trade, and we believe should be utilized for self-support and no more; foreign immigration has had a good effect upon our trade; better wages and shorter hours have resulted from organization; the tendency is toward an increase in efficiency of organization; the following matters of legislation would be of advantage to the trade: A weekly pay

bill, a compensation act, compelling employers to make good any neglect on their part, and an act making the laborer's claim superior to the mortgagee's.

TAILORS.

Atchison: Convict labor has been a detriment to our trade, and we think it should only be utilized on public highways; foreign immigration has had a bad effect upon the trade; organization has been of decided advantage, and the tendency is toward an increase in the number and efficiency of organization; legislation would be of advantage to our trade that would abolish convict labor.

Leavenworth: Convict labor should be utilized in making and fixing county roads; foreign immigration has had a great deal of influence upon our trade; organization has given us regular prices, better work, and stronger friendships; there has been no increase in number and efficiency of organization.

Topeka: Convict labor has had no influence on custom trade. In our union there is but one member who is American-born, and the cause has frequently been discussed, but no one seems to be able to give a satisfactory explanation, as it seems to be the rule all over the country. The result of organization has been to maintain a basis of prices equal for all, and has stimulated feelings of sociability among the members. The tendency is toward an increase in number, and efficiency of organization. We are in favor of every effort that may be made to limit the hours of labor, and the abolishment of the contract and sweating systems.

TYPOGRAPHICAL.

Atchison: Convict labor has had no visible effect upon the trade, but we think that this labor should be utilized upon the highways. Foreign immigration has had little effect. The results of organization have been good wages and regular pay, and there is a decided increase in number and efficiency of organization. A child-labor and an apprenticeship law would be of advantage to our trade. The typographical union takes care of its sick, buries its dead, assists members to secure work, requires competency and faithfulness, settles disputes between the members, fixes a minimum price for labor, and insists upon regular pay.

Hutchinson: Convict labor has had no influence upon our trade; the labor of this class should be utilized on State work: foreign immigration has had no direct influence; the advantages of organization have been to secure uniform wages and more capable workmen; the tendency is toward an increase in number and efficiency of organization.

Kansas City: The labor of convicts should be utilized only for the benefit of the State; foreign immigration has had a bad effect on the trade; we have been able to maintain a standard for good and perfect workmanship by means of our organization; our organization has increased in number and efficiency.

Leavenworth: Convict labor has not had any influence upon our trade, and we believe their labor should be utilized in work for the State. The immigration of foreigners has had a bad influence on the trade. The advantage of organization has been that it has given us a system of unity and protection against "scabs;" our organization has increased in number and efficiency; the removal of all "scabs" from the Government printing office would be of advantage to the trade. "In answer to your question as to the advantages of our organization, I would take occasion to say that we have perfected a system of unity and protection, and engendered a feeling of more brotherly love toward each other. In our organization, every member's truest wish is to promote the good and welfare of the union; that we may enable a brother member to gain a livelihood without slaving and leading a life of misery; that we may raise the standard of our organization to such a high moral

position in the eyes of the world that it will be honored and respected throughout all eternity."

Topeka: Convict labor has not influenced our trade, and such labor should be utilized so as to make it the least cost to the tax-payers; foreign immigration does not affect us; higher wages and better conditions of employment are among the advantages of organization; our trade has increased in efficiency of organization; among subjects for legislation that would be of benefit to the trade, are the eight-hour law, and a measure for the printing of school-books by the State.

Wichita: Convict labor has had no perceptible influence on the trade, neither has foreign immigration; better workmen, better wages, and better feeling toward each other, have been some of the results of organization; the tendency is toward an increase in number and efficiency of organization in the trade.

KNIGHTS OF LABOR.

Armourdale: Convicts should be hung; foreign immigration lowers wages; legislation that would be of advantage would be that which would give us protection, both from pauper labor and convict labor.

Americus: Convict labor has had a bad influence, and the labor of criminals should be worked on public highways; foreign immigration has a bad effect, as it reduces wages; no financial benefit has resulted from organization, but educationally it has been of benefit; there has been an increase in the number and efficiency of organization; legislation in relation to finance, transportation and land would be of benefit to the order. Our labor assembly is composed of carpenters, stonemasons, blacksmiths, and laborers. Stonemasons' wages average \$2.50 per day. They can't find employment only about one-third of the time during the year, and this will apply to all other kinds of labor in which our members are engaged. Every member has his own "truck patch" for family support, and in case of sickness or death all members willing to help do so. Convict labor besides being used for public work on the highways might be used to work out the poll-tax, and relieve citizens of this burden. Every county should provide necessary prisons for the safe-keeping of its convicts.

Canton: The tendency is towards an increase in the number and efficiency of organization; among the laws that would be to our advantage would be a statute to repeal all laws for the collection of debt.

Ellsworth: The labor of convicts should be utilized by the State alone; the tendency is toward an increase in the number and efficiency of organization; would like legislation for the repeal of trusts, corporations, and monopolies. This assembly is composed of laboring men and men of all trades. We depend upon the success of the farmers, and what little work is to had in the city, there being no factories and but two flouring mills. We have but few railroad men in our assembly—mostly section hands. The outlook for the coming year, 1891, is better, caused by the development of salt, mining, etc. Other railroads are also seeking to run through our city. Our membership is composed of Americans, Germans, Bohemian and Irish nationalities, and is in a healthy condition. Having been organized for mutual good and the protection of the different trades, it has achieved well-merited success.

Girard: Convict labor has had no influence upon trade, neither does foreign immigration in any way affect us; by organization we have become educated on the questions of the day; we would prefer legislation that would increase the circulating medium, and make it a full legal-tender for all purposes, and also that would abolish the national banks and monopolies.

Horton: No particular advantage has accrued to us as yet by organization, but

we hope to make our influence felt before the year is over; there has been a tendency toward increase in number and efficiency in organization; legislation to prohibit foreign immigration and pauper labor, and the recognition of labor unions throughout the country, are much desired. We also desire a law to prevent discrimination against the laboring class in the collection of debts; a law to prohibit "blacklisting," to prevent changes in text-books in our public schools, and to prevent the employment of Pinkerton detectives in case of trouble on our public works.

Pawnee Township: Convict labor should be utilized on the public highways. Our local assembly started with 22, and we gained 23 more in two months. New lodges were formed, and our members were transferred, and some were dismissed, till we had only 15 left in good standing. I think the Alliance will finally close us out, as we are all farmers, and the Knights of Labor is not just our order. For my part, I like the principle of the order better than the Alliance. We have called a meeting to settle our affairs, and I believe the order will collapse.

La Cygne: Convict labor has influenced trade here to a considerable extent, and this class of work should only be utilized on roads; foreign immigration has had a bad effect; social and brotherly love are among a few of the advantages of organization; there is no tendency towards an increase in efficiency of organization; in the matter of legislation, a general mechanics' lien law would prove advantageous. Wagons, buggies, and all classes of farming implements, manufactured by convict labor, are shipped in and sold at prices that bar out all home competition.

Leavenworth: Convict labor has had a bad influence on all occupations, and we think the labor of criminals could be better utilized in working roads; foreign immigration has also been a great detriment; the results of organization have been of advantage in keeping up the standard of wages.

Little River: Convict labor should be so managed as to not compete with free labor; foreign immigration has had the effect of lowering the standard of wages; we cannot see any well-defined advantage from organization as yet; our organization is increasing in number and efficiency; pauper labor should be kept out of the United States. We would like the Australian system of voting, and a land law to conform with the fourth plank of the preamble of the constitution of the order of Knights of Labor, and a law to carry out the idea conveyed in article 14 of the same preamble.

Minersville: Convict labor has had a bad influence in our assembly, and we think their labor should be utilized in favor of the State; foreign immigration pauperizes wages; organization has had a tendency to put a stop to strikes and lock-outs, and creates a standard of wages; an assistant inspector of mines, at a small salary, located here would be desirable. This mining camp has seen its best days. There being no railroad here, all the coal mined must be transported by wagons to surrounding towns. Owing to the mild winter and the abundance of cheaper fuel, the farmers' trade has fallen off to a great extent. Coal is sold here for \$2 per ton, as against \$3 in former years. There were eight mines here the past winter, and they were worked not more than two-thirds time. In 1883 there were 25 mines in operation and 512 miners at work full time for five months; in 1889, 74 miners obtained work here at two-thirds time. There have been no strikes worthy of mention, only local "kicks," which were easily adjusted.

Neosho Falls: Convict labor has had a bad influence on trade, and I think that they should be worked inside prison walls; immigration of a certain class is decidedly hurtful; no particular benefit has resulted from organization, except from an educational standpoint; there is no tendency toward an increase in number and

efficiency; money legislation would be desirable, also laws providing for shorter working hours and weekly payment of wages; the Government should control and operate the railroads and telegraphs instead of private individuals, which would insure the employment of more labor at better wages, and would not be detrimental to certain classes.

Parsons: Convict labor has had no influence with us, as this assembly is composed mainly of farmers, but their labor in our judgment should be utilized for the support of their families; foreign immigration decreases wages; organization has benefited the producer. We desire equal rights for all men; special favors to none. Labor is noble and holy, but under this and former administrations it is not safe for a man to claim to earn his bread by the sweat of his brow. In 1884 a strike was inaugurated on the Southwest system, the State militia was called out, a mock arbitration followed, and was never heard of. Labor movements have been "downed" in every case. A man cannot vote his individual sentiments for fear of losing his job; should he do so, he will stand around idle. We have been demanding certain legislation, and have been laughed at. The power of the two old parties is about done; the people will not be deceived much longer; organization is a thing of the past among the wage-workers; the Alliance will make this nation tremble with its vote this fall. Down with national banks and twenty-five per cent.

Peabody: Convict labor has had no influence on the trades that we know of, and should be utilized in working highways; foreign immigration does not affect us; no well-defined advantages have accrued from organization. A law to do away with contract convict labor would be of incalculable benefit, the convicts to be distributed over the State, and worked on the public highways, wearing ball and chain, in charge of competent officers, and to be placed in strong lockups in the towns that will furnish places for their security.

Smith Center: Convict labor has had a very bad influence on the trade, and should only be utilized for work on the public highways; foreign immigration, especially contract labor, has had a very bad effect; a uniformity of organization and a better understanding of the cause of unjust laws, has been among the benefits of organization; the tendency is toward an increase in efficiency of organization; if a law were passed prohibiting the employment of foreign pauper labor under contract, it would be of great benefit. "There is not a mechanic, and but very few laborers in the State of Kansas but what are more or less affected by prison convict labor. There is not a blacksmith or wagonmaker who does not have to compete with labor that is hired at fifty cents a day and boarded by the State. Now can it be reasonably supposed that a laborer could work for fifty cents a day and support himself, to say nothing about a man of family? If these convicts worked on the public roads, honest laborers could take their places, and many homes could be made happy that are now desolate. No man ever did a more ungrateful act than did John Sherman when he introduced and had passed the contract-labor law. This law, I might truthfully say, has created millions of paupers."

Topeka:

F. H. Betton, Esq.—DEAR SIR: I am instructed by our Assembly to send you the following resolution.

Very respectfully, S. H. WRIGHT, R. S.

SANCTUARY L. A. 2325, April 6, 1890.

Whereas, The Bureau of Labor of this State has sent us a list of questions to answer; be it Resolved, That this Assembly is opposed to furnishing any information for the benefit of the politicians of the State.

C. W. MARSH, M. W.

[SEAL.]

S. H. WRIGHT, R. S.

Toronto: Convict labor has had no effect upon the trades; we are opposed to the present system of utilizing convict labor; foreign immigration does not affect us;

the great advantage of organization has been brotherly love — "Do unto others as you would have them do unto you." There is a tendency toward an increase in efficiency of organization in the trades. That we may find a market for our labor each day, without being compelled to leave home, we desire an increase in the amount of circulating medium. Our labor being all we have to place on the market, we desire to be steadily employed, and the amount of money per capita is not sufficient to make a demand for even skilled mechanics in this locality.

BRAKEMEN.

Chanute: We want automatic air-brakes; also some good uniform coupler to be in use on all cars.

Dodge City: Higher wages have been one of the results of organization; we desire a law that would compel the general use of automatic couplers, air-brakes, cars of the same height, and higher brake-beams.

Emporia: Immigration does not affect our business; there is a perceptible increase in number and efficiency of organization. As a result of federation with other labor organizations, more especially the Brotherhood of Railway Conductors, Brotherhood of Locomotive Firemen, and Switchmen's Mutual Aid Association, each working in conjunction in regard to rates of pay received, an improved financial condition has been attained. In case of a strike or lock-out, the cause of one is the cause of all. The moral condition of train- and yard-service employes has been improved, as drunkenness is prohibited, as well as unseemly and immoral conduct. The payment of bills or other obligations is made the duty of all members, the penalty for neglect being suspension from all rights and benefits, or expulsion. We are empowered by our constitution to make any rate of benefit for sickness, accident, or other need, as may be necessary. We have no regular benefit, but vote such amount as we think best, and assess individual members accordingly. When circumstances allow, a sick benefit is usually about \$4 per week. The present rate of pay is 2 cents per mile for braking on freight trains, and 3 cents per mile for running over-time; 20 cents per hour for brakemen, and 30 cents per hour for conductors.

Goodland: Foreign immigration has practically no effect on our trade; higher wages and better conditions have been the results of organization; the enactment of a law compelling the use of cars of uniform height, automatic brakes and couplers on all cars and engines, would be of great advantage.

Hoisington: One advantage that has resulted from organization has been that of arbitration and the adjustment of all differences; the tendency is towards an increase in efficiency of organization.

Horton: Foreign immigration does not affect us; there is a tendency toward an increase in efficiency of organization.

CONDUCTORS.

Arkansas City: Foreign immigration has a tendency to lower wages; an increase of wages 25 per cent. since 1888, and better conditions, have been some of the results of organization; there is a tendency towards an increase in the number and efficiency of organization; a law like that of Iowa, to compel all railroads to put automatic couplers and air-brake power on all freight trains, would be of advantage to us. The International Brotherhood of Railway Conductors was organized at Los Angeles, Cal., November, 1888, with 125 members, and is the first protective organization for railway conductors in America. The organization has grown steadily, and now has over 90 divisions, and a membership of 4,000, and is increasing every day. There has been paid since its organization about \$20,000 for total disability and death claims. George W. Howard is Grand Chief Conductor, with headquarters at Toledo, Ohio.

Emporia: Foreign immigration has not affected us; protection has been the result of organization; in regard to legislation, we would like a regular pay-day established.

ENGINEERS.

Argentine: Our organization has increased in number and efficiency. "I cannot say how many were employed full time, as we have no record. Wages are $3\frac{1}{2}$ cents for passenger-train service for engineers, and for freight 4 cents per mile; yard engineers receive \$2.75 per day of twelve hours."

El Dorado: Foreign immigration does not affect our trade; the result of organization has been the keeping of wages to a certain standard, and the securing of permanent employment to worthy men. "The cost per member per year is based on an insurance policy of \$3,000; cannot be exact, but it is about that. In answering the question in regard to the number of years a green hand must serve, would say that after a man has served four or five years as fireman, he must be an engineer at least one year before he can be admitted into the Brotherhood of Locomotive Engineers."

Emporia: Foreign immigration does not affect us; sobriety, truth, justice, and morality have been induced by means of organization; there is no tendency towards an increase in number and efficiency of organization. There should be some law to stop the wholesale promotion of young engineers when reliable engineers can be hired.

Herington: There is no noticeable effect resulting from foreign immigration; the advantages of better pay, and the recognition of men of worth by railroad officials, have been some of the results of organization; there is a tendency towards an increase in number and efficiency; in regard to legislation, we are not familiar enough with the labor laws of the State to give a definite answer.

Hoisington: Our trade is increasing in number and efficiency of organization. Our Grand Division issues an insurance policy for \$1,500, and the members may take out one, two, or three of these policies.

Leavenworth: Foreign immigration affects us very little; by means of organization we have been able to maintain wages, and have obtained recognition from railroad companies; our trade has increased in efficiency of organization. Laws in regard to air-brakes and automatic couplers, like the laws just passed in Iowa and Ohio, would be of benefit to us; we also desire that the classification system be abolished by law. We have not yet been able to secure this by peaceable means on all roads. The Union Pacific and the Missouri Pacific have abolished this system. Stringent laws should be enacted in regard to bridges, in relation to strain to be applied, as on some roads weights of engines and cars have been doubled, and the bridges have not been strengthened. Provision should also be made for boiler examinations by experts at short intervals, and for the examination of safety valves on engines. If there is anything else wherein I can be of use to you, please command.

Neodesha: Foreign immigration does not affect our trade; fifty per cent. increase in wages, less hours for a day's work and better treatment have resulted from organization; there should be a law enacted to prevent railroad companies from swearing in special officers not citizens of the State.

Newton: Very little, if any, affect has been felt from foreign immigration; an increase in wages and full pay for over-time have resulted from organization; there is an increase and efficiency in organization.

Oswatimie: Foreign immigration does not perceptibly affect our trade; by organization we have been able to secure equal pay and just treatment; our trade is increasing in number and efficiency.

Parsons: Foreign immigration does not affect us; we have been enabled, by or-

ganization, to eliminate the drunken element, and obtain rights according to seniority, and have also been enabled to obtain standard wages for over-time in case of delays; our trade is increasing in number and efficiency. The Brotherhood, at Parsons, cannot make comparisons with the two previous years, on account of labor agitations in the shape of strikes, etc., which always occasion loss to both employer and employé. The laws in regard to arbitration are not what they should be, as they are all on the side of the railroad companies. However, times are improving for the laboring element.

Topeka: We are not affected by foreign immigration; when engines are in the shop there is a loss of time, and business is slack.

Wellington: Foreign immigration has no effect on the trade; morality, sobriety, and better wages have resulted from organization; our trade is improving, both as to numbers and efficiency.

FIREMEN.

Armourdale: Foreign immigration is of advantage, when they travel, as it makes business for us; there are a great many employés that do not belong to the order, for the reason that they have not fired long enough to entitle them to membership.

Chanute: Foreign immigration has had no perceptible effect on the trade; the maintaining of wages and the right to promotion according to seniority have resulted from organization; our trade is increasing in numbers and efficiency.

Dodge City: Foreign immigration decreases wages; organization has had the effect to increase wages and protect the wage-worker; our organization is increasing in numbers and efficiency. I wish to state that the monthly rate of wages is considerably higher than the average for the year, owing to the fact that all the time that an engine is in the shops for repairs the men have to lose, and this cuts the year's work down to about 9½ months. Our organization desires all oppressive and obnoxious laws repealed, and such legislation enacted as will secure ample protection to organized labor as well as to railway corporations.

Downs: Foreign immigration creates a surplus of labor. By organization we have been enabled to secure many concessions not only in wages but in the duties required. Much objectionable and laborious work has also been gotten rid of. An employé has also a right of trial before dismissal, and if unjustly discharged, is also paid for time lost. The organization is increasing in number and efficiency.

El Dorado: Foreign immigration is damaging to the trade; the advantages of organization to us have been standard wages, steady work, and promotion; our organization is increasing in number and efficiency.

Emporia: My experience does not show that foreign immigration has affected our trade; organization has been the means of keeping every man to his place, and making a standard of wages; an increase is notable in numbers and efficiency of our organization.

Fort Scott: Foreign immigration has a bad effect upon the trade; the results of organization have been good; I know of no legislation that would be of advantage.

Herington: A tendency toward reduction of wages is one of the evils of foreign immigration; better wages have been one of the results of organization; and there is a tendency toward an increase in numbers and efficiency resulting therefrom.

Horton: Very little effect is noticed from foreign immigration; an advance of wages has been one of the advantages that has accrued from membership; our organization has increased numerically, and is efficient; we do not know of any needed legislation.

Kansas City: Our organization has increased in numbers and efficiency.

Neodesha: Foreign immigration does not affect our business; as a result of organization, we have been successful in securing many advantages.

Nickerson: I can't see that foreign immigration has any effect on the trade; as a

result of organization, we are recognized by the management, and our members are more sober and industrious. We would like to see a law compelling corporations to arbitrate all differences fairly with the employés, and to keep Pinkerton cut-throats from shooting down men for demanding justice from their hands. As regards membership, many have withdrawn and entered the engineers' organization, or have been expelled from our order since it first organized, so that we gain in membership slowly, but we have five or six more to add to our number soon.

Parsons: Both social and financial good has resulted from organization; the tendency is towards an increase in efficiency of organization.

Wellington: The bad effects of foreign immigration come from the fact that they work cheaper than an American, and live on less; organization has elevated our members both socially and morally, and done away with drink and dissipation; our organization is increasing in efficiency and numbers. I am without any digest of law relating to trade and labor organizations, but know that it is our desire to have such laws enacted in this State as would prohibit corporations from adopting or promulgating rules for the government of their servants or employés. We also desire that a company shall be fully responsible to its employés for any injury that may be incurred through said company's negligence, and that they shall be prohibited from bribing or intimidating any such injured person for the purpose of having him sign a release, promising or agreeing, under the circumstances, to hold the company harmless. We desire freedom of thought and action, and therefore would ask that a corporation should not be permitted to force their employés to join or participate in associations under their control, or to deduct any salary for the payment of dues or assessments for such society or organization against their will; and that a man shall not be discharged for refusing to join such association. The machinery of rolling stock requires closer observance. Engine boilers should be inspected by Government inspectors at least every six months. We have recently lost three men by boilers failing. Employés should not be discharged without just cause; if discharged purposely, to gratify the malicious feeling of a tyrannical officer, they should be paid for time lost by such unjust discharge or suspension.

SWITCHMEN.

Argentine: Foreign immigration has had no effect up to the present time; organization gives to the railroads more sober and reliable men, and has given the switchmen an increase of wages all over the State; it provides for their families, injured members, and widows; the tendency is toward increase in number and efficiency of organization; legislation providing for the use of automatic couplers would be of advantage to us.

Atchison: By means of organization wages have been advanced, and we have a better class of workmen; our organization is increasing in number and efficiency. It is impossible for me to tell the annual cost of our organization. The August (1890) assessment shows fifteen deaths and disabilities, and we have gained two lodges and three hundred members since July 1, 1890. We have received standard pay since June 1, 1890, and the Missouri Pacific Railway has paid standard wages since 1885. The Burlington & Missouri River Railroad pays \$70 per month. Standard pay is—day foremen, 27 cents per hour, or \$2.70 per day; day helpers, 25 cents per hour, or \$2.50 per day; night foremen, 29 cents per hour, or \$2.90 per day; night helpers, 27 cents per hour, or \$2.70 per day.

Emporia: Foreign immigration does not affect the trade; organization has elevated the intellectual and moral standing of this class.

Leavenworth: Foreign immigration has no effect on the trade; organization has given us increase of wages and a method of insurance; our organization is increasing in number and efficiency; we would prefer legislation that would give us shorter hours and standard cars. Day foremen receive \$2.70 for ten hours' work; night

foremen, \$2.90; day switchmen receive \$2.50; night switchmen, \$2.70. Wages previous to organization: Foremen, \$55 per month; switchmen, \$50 per month.

Newton: Foreigners should be kept out of the country. "You and every American citizen know that foreigners are a detriment to the laboring people. In case of trouble they are always ready to take a man's place for whatever they can get for it, and then when everything seems to be going favorably, they fly up and cause more trouble than ever. Examine the history of all strikes and labor troubles, and you will see that most all the damage to property and life was done by foreigners or those of foreign descent. Organization has caused an increase of wages, and brings the men closer together, and there is less trouble and more friendship. There is a tendency toward an increase in number and efficiency of organization. If every State in the Union would pass a law that all railroads would have to pay \$10,000 for every man killed or disabled for life, without making any allowance for mitigating circumstances whatever, I think they would soon have their cars equipped with power-brakes and automatic couplers of some kind, so there would not be one-fourth the men killed and crippled as are being chopped up to-day. If they were compelled to pay that amount for every man killed or crippled, it would be a decided advantage to equip their rolling-stock with power-brakes and automatic couplers so a man would not have to go between or climb over the cars while switching, etc. The way the cars are now, it is cheaper for them to go along just as they are doing, and possibly pay \$1,000 or \$1,200 for 50 per cent. of the killed, and to escape paying anything to the remainder by means of legal chicanery; and also to settle with the crippled by allowing half-pay during the time they are unable to work, together with the promise of a steady situation on recovery. A law as recommended is the only way to have railroad companies do anything. They have to be forced to do us justice, as, if they are not compelled to 'play fair,' they will beat you every time by law, because they have the most money and carry the cases to the highest courts. There should be more stringent laws enacted for the protection of the laboring element, or at the rate in which we are progressing, in about twenty-five or thirty years a few monopolies will own the entire United States and every person in it."

STATIONARY ENGINEERS.

Topeka: I would gladly give you such information as you desire regarding the stationary engineers, but am unable to do so as our organization has lapsed here, as it lacked that hearty coöperation so necessary to the success of any association. . . . There is a move on foot now to have passed a law requiring a State license and boiler inspection at the next session of the Legislature.

Fort Scott: The Stationary Engineers' Association at this place has lapsed, therefore I cannot give you the desired information as called for by your blank.

In regard to coöperative enterprises, the Knights of Labor report a coöperative store at Armourdale, a hall at Canton, and a grocery store at Leavenworth; there was also at one time a hardware store at LaCygne, which succumbed to financial depression, a building erected for a canning factory at Marion, which was never operated, and an attempt to start a brick yard at Neosho Falls, which failed. The engineers at Newton have a ladies' auxiliary under their charge.

As a means of improvement, a great many report balls, socials, etc., the most practical being a school in lodge during the fall and winter season by the brakemen of Nickerson; and in a few instances the organizations report small libraries and reading-rooms.

ORDER OF RAILWAY CONDUCTORS.

Subsequent to the compilation of the foregoing tables, blanks were sent to the ten divisions of the Order of Railway Conductors, and reports were promptly received from nine of the number. In this work the Bureau was most efficiently aided by Mr. W. M. Mitchell, a prominent member of the order and its representative on the legislative committee of railway employés. As the date of the reports enabled us to include the year 1890, it gives us a range of six years for the purpose of a comparison of wages.

TABLE, showing location, date of organization, number of charter members, present members, per cent. organized, family relations, number owning and renting homes, day's work, and wages.

Location and sub-division.	Date of organization.	Number charter members.	Present membership.	Per cent. of trade organized.		Have family.		Have family, own homes.		Have family, rent homes.		Day's work.		Wages.		
						Number	Per cent. of membership.	Number	Per cent. of families.	Number	Per cent. of families.	Average number hours.	Number miles.	Per day.	Per month.	Per mile, cents.
Arkansas City.....	May 5, '89	13	29	90	25	86	14	56	11	44		10	200		\$110	
Passenger.....												10	200			
Mixed trains.....												14	148		90	
Way freight.....												14	124		85	
Through freight.....												14	124		90	3.00
Atchison.....	Dec. 10, '82	15	48	90	45	94	16	36	29	64		10	200		100	
Passenger.....												10	200			
Freight.....												10	100			
Chanute.....	Oct. 26, '90	15	23	75	22	96	6	27	16	73						
Passenger—																
First class.....												12	100	\$4 00	125	
Second class.....												12	100	3 33	100	
Brakemen.....												12	100	2 00	60	
Freight—																
First class.....												12	100	3 00	90	
Second class.....												12	100	3 00	80	
Brakemen.....												12	100	2 00	60	
Fort Scott.....	Feb., 1885	19	54	75	44	81	13	29	31	71		9		3 33	100	
Passenger.....												9				
Freight.....												10	100		90	3.00
Herington.....	Aug., 1890	16	21	97	19	90	6	32	8	68						
Passenger—																
First class.....															125	
Second class.....															2100	
Freight—																
First class.....													100		100	3.00
Second class.....													100		80	2.98
Third class.....													100		85	2.98
Horton.....	Jan. 29, '88	11	37	90	33	89	5	15	28	85						
Passenger—																
First class.....												8	200	3 75	112	
Second class.....												8	200	3 33	100	
Third class.....												8	200	2 91	87	
Freight—																
Local.....												12	100	3 21	96	
Through.....												12	100	2 90	100	
Newton.....	Aug. 1, '80	15	120	100	75	62	50	67	7	9		12		4 16	125	
Passenger.....												12				
Freight.....												12		3 00	80	
Osawatimie.....	Aug. 31, '90	20	29		24	83	12	50	12	50						
Passenger.....												10	100		100	
Freight.....												10	100		80	
Topeka.....	Aug. 1, '85	20	63	67	63	100	10	16	53	84						
Passenger—																
First class.....												10	100		125	
Second class.....												10	100		4100	
Freight—																
First class.....												10	100		90	
Second class.....												10	100		85	3.00
Totals.....		144	424		350		132		195							
Average per cent.....				85½		80½		37½		55½						

¹ For 4,000 to 6,500 miles per month. ² For 2,500 to 3,000 miles per month. ³ 4,000 miles. ⁴ Short runs—less than 4,000 miles.

The foregoing table shows that the first division in Kansas was organized at Newton, August 1, 1880, with 15 charter members, and its present membership is shown to be 120—an eight-fold increase. The nine divisions have increased from an aggregate of 144 members to 424 (the present number), or an average of 47 to each. An average of $85\frac{1}{2}$ per cent. of all the conductors residing in the cities where these divisions are located belong to their trade organizations, and $80\frac{1}{2}$ per cent. have families; of this number $37\frac{7}{10}$ per cent. own their homes, $55\frac{3}{5}$ per cent. rent, and $6\frac{1}{10}$ per cent. do not answer the question. The average number of hours constituting a day's work range from 8 to 14—the general average being 11 hours and 3 minutes. The wages paid (omitting brakemen) range from \$80 to \$125 per month, and, as a rule, 200 miles for a passenger, and 100 miles for a freight conductor constitutes a day's work.

TABLE, showing average number of months steadily employed, average yearly income, average wages paid from 1885 to 1890, inclusive, and per cent. of increase and decrease.

Location and sub-division.	Average number of months steadily employed is had....	Yearly income from wages.....	Wages for —						Per cent. of —			
			1890.....	1889.....	1888.....	1887.....	1886.....	1885.....	Increase for 6 years.....	Decrease for 6 years.....	Increase for 4 years.....	Decrease for 4 years.....
Arkansas City:												
Passenger.....	12	\$1,320 00	\$110	\$95	\$95	\$90	\$90	\$90	18	.....	18	.....
Mixed trains.....	12	1,080 00	90	85	85	80	80	80	11	.....	11	.....
Way freight.....	12	1,020 00	85	80	80	80	80	80	6	.....	6	.....
Through freight.....	12	1,080 00	90	85	85	80	80	80	11	.....	11	.....
Atchison:												
Passenger.....	7	700 00	100	100	100	100	100	100	.....	.....	.....	.....
Freight.....	7	.....	100	100	100	100	100	100	.....	.....	.....	.....
Chanute:												
Passenger—												
First class.....	12	1,500 00	100	100	100	100	100	100	.....	.....	.....	.....
Second class.....	12	1,200 00	80	80	80	80	80	80	.....	.....	.....	.....
Brakemen.....												
Freight—												
First class.....	12	720 00	¹ 60	50	50	50	50	50	17	.....	17	.....
Second class.....	12	1,080 00	80	75	75	75	75	75	6	.....	6	.....
Brakeman.....	12	960 00	75	70	70	70	70	70	7	.....	7	.....
Fort Scott:												
Passenger.....	10	1,000 00	100	95	90	90	90	90	10	.....	10	.....
Freight.....	10	900 00	85	85	80	80	80	75	13	.....	6	.....
Herington:												
Passenger—												
First class.....	10	1,250 00	125	100	90	85	80	80	36	.....	32	.....
Second class.....	10	1,000 00	³ 100	.....	.....	.....	.....	.....	.....	.....	.....	.....
Freight—												
First class.....	10	1,050 00	105	75	75	75	70	70	33	.....	29	.....
Second class.....	10	900 00	90	75	75	75	70	65	28	.....	17	.....
Third class.....	10	800 00	80	70	65	65	65	60	25	.....	19	.....
Horton:												
Passenger—												
First class.....	12	1,350 00	112 ¹	90	90	90	.....	.....	.....	.....	20	.....
Second class.....	12	1,200 00	100	75	75	75	.....	.....	.....	.....	25	.....
Third class.....	12	1,050 00	87 ¹	.....	.....	.....	.....	.....	.....	.....	.....	.....
Freight—												
Local.....	8	770 64	96 ¹	96 ¹	96 ¹	96 ¹	.....	.....	.....	.....	.....	.....
Through.....	8	800 00	100	75	75	75	.....	.....	.....	.....	25	.....
Newton:												
Passenger—												
First class.....	12	1,500 00	.....	110	110	110	110	110	.....	.....	9	.....
Second class.....			.....	105	105	105	105	100	.....	.....	5	.....
Third class.....			.....	.....	.....	100	100	100	.....	.....	.....	.....
Freight—												
First class.....	12	960 00	.....	75	75	75	75	75	.....	.....	.....	.....
Second class.....			.....	70	70	70	70	70	.....	.....	.....	.....
Third class.....			.....	.....	.....	.....	65	65	.....	.....	.....	.....

¹ For 4,000 to 6,500 miles per month.

² For 2,500 to 3,000 miles per month.

³ 4,000 miles.

TABLE OF AVERAGES—CONCLUDED.

Location and sub-division.	Av. No. months steadily employed is had....	Yearly income from wages....	Wages for —						Per cent. of —			
			1890.....	1889.....	1888.....	1887.....	1886.....	1885.....	Increase for 6 yrs.	Decrease for 6 yrs.	Increase for 4 yrs.	Decrease for 4 yrs.
Osawatimie:												
Passenger.....	12	1,200 00	100	100	100	100	100	100	.....	.....	.....	.....
Freight.....	12	960 00	80	80	75	75	70	70	13	.....	6	.....
Topeka:												
Passenger—												
First class.....	12	1,500 00	110	125	110	110	110	110	12	.....	12	.....
Second class.....	12	1,200 00	105	100	105	105	105	105	.....	5	.....	5
Third class.....			100	.....	100	100	100	100	.....	.....	.....	.....
Freight—												
First class.....	12	1,080 00	70	85	70	70	60	60	29	.....	14	.....
Second class.....	12	1,020 00	75	.....	75	75	70	70	7	.....	7	.....
Local.....			80	90	80	80	75	75	17	.....	6	.....

With the exception of a reduction of \$5 a month, for the year 1890, noted in the case of second-class passenger conductors by the Topeka division, the last table shows a uniform rate of increase in nearly every division reported, and this is especially noticeable for the year 1890, when the largest average advance took place.

The increase in wages during the six-year period ranged from 6 to as high as 36 per cent., and during the last four years from 6 to 32 per cent. Taken as a whole, six divisions, with a present membership of 219—51.65 per cent. of the whole number—show an average increase, during the six years, of 14 $\frac{2}{3}$ per cent.; while confined to the last four years, eight divisions, with a present membership of 376, or 88.68 per cent. of the whole, show an average increase of 10 $\frac{2}{3}$ per cent. The wages of the Atchison division, with 48 members, remained unchanged during the entire six years.

TABLE, showing working-time, per cent. steadily employed, regularity of employment, condition of beneficiary fund, and annual cost to members for maintaining organization.

Location.	Membership.	Work- ing- time.		Per cent of members having steady employment in past year	Employ- ment more regular this year than last.		Benefits.												Annual cost per member for maintaining organization.
							Accident.		Sickness.		Death.		Pay for total disability ¹ .	Pay to heirs of deceased.					
		Hours per week.	Weeks per year.		Fund maintained for.	Amount paid in 1890.	Fund maintained for.	Amount paid in 1890.	Fund maintained for.	Amount paid in 1890.									
											Yes	No	Yes	No	Yes	No			
Arkansas City.	29	70	52	90	1	1	1	\$800	1	1	1	1	\$1,000	\$1,000	\$8 00				
Atchison.	48	70	30	75	1	1	1	1	1	1	1	1	2,500	2,500	39 00				
Chanute	23	84	52	75	1	1	1	1	1	1	1	1	² 1,750	2,500	39 50				
Fort Scott.	54	43	90	1	1	1	1	1	1	1	1	1	2,500	2,500	40 00				
Herington.	21	58	43	84	1	1	1	1	1	\$15	1	1	³ 3,250	2,500	45 00				
Horton.	37	66	43	85	1	1	³ 1	300	1	200	1	150	2,500	2,500	36 00				
Newton.	120	84	52	100	1	1	1	300	1	200	1	150	2,500	2,500	36 00				
Osawatimie.	29	60	52	80	1	1	1	300	1	200	1	150	2,500	2,500	40 00				
Topeka.	63	50	52	100	1	1	1	300	1	200	1	150	³ 2,500	2,500	36 00				

¹ The amounts obtained by this feature of insurance are fixed by each division.² Average amount paid.³ See remarks.

An analysis of the above table shows that the total hours worked per week were 25,952—370 men being represented; this makes an average to each of 70 hours and nearly 9 minutes; the average number of weeks worked was 47, and not quite one day over. Four divisions, representing 240 members, or 56.60 per cent. of the whole number, report employment as more regular during the year 1890 than it was during the preceding year; 2 divisions, with 77 members, or 18.16 per cent., think that there was no improvement; while 3 divisions, with 107 members, or 25.24 per cent., do not answer the question. Four divisions, with 193 members, or 45.51 per cent., maintain an accident fund; \$800 was paid on this account during the year 1890 by one division, and \$300 by another. The same divisions also paid in case of sickness—one paying during 1890, \$15 and the other \$200. Five divisions, with 222 members, or 42.36 per cent., paid in case of death; one paid \$60, and one \$150 on this account during the year. Sums ranging from \$1,000 to \$3,250 were paid to the heirs of those belonging to the insurance society attached to the order, for death or total disability. The annual cost per member for maintaining the organization, in all but one instance, varied from \$36 to \$45—six divisions reporting; these amounts probably include the assessments made in cases of death or total disability. One division reports the cost of its organization to each member at \$8, and this is doubtless a correct statement, excluding the life-assurance assessments.

The questions relating to apprentices or green hands are answered in detail by this organization as follows:

<i>Location.</i>	<i>Years of service required.</i>	<i>Percentage who have served a requisite apprenticeship.</i>	<i>Do you desire a law for the indenture of apprentices?</i>
Arkansas City.....	¹ 1	100	Yes.
Atchison.....	¹ 1	100	Yes.
Chanute.....	¹ 1	100	.....
Fort Scott.....	¹ 1	100	.....
Herington.....	¹ 1	100	.....
Horton.....	¹ 1	100	.....
Newton.....	5	100	Yes.
Osawatomie.....	.....	.....	.....
Topeka.....	¹ 1	100	No.

¹As conductor.

This last table shows that three divisions, representing 197 members, or 46.46 per cent., desire a law for the indenture of apprentices, while one, with 63 members, or 14.86 per cent., does not. The rest are silent on the question. Eight divisions say that all of their members have served a regular apprenticeship, and one does not answer. Seven require a service of one year as conductor before membership can be acquired, and one division says that five years' railroad service is required.

REMARKS.

There were no strikes or lock-outs reported. Arkansas City reported a number of grievances that were settled by arbitration.

The following are replies to questions 36 to 39, inclusive:

What effect, if any, does foreign immigration have upon your trade? Arkansas City, Atchison, Chanute, Fort Scott, Newton and Topeka answer: "None." Horton answers: "Increases competition for positions."

What well-defined advantages have accrued to your membership as a result of organization? Arkansas City: "Advance of wages and a friendly feeling between the management and employé." Atchison: "Maintaining wages." Chanute: "Increased wages." Fort Scott: "Advance in wages, better treatment from our employers, and great social benefits." Herington: "Social, moral and financial advantages." Horton: "An increase from 18 to 25 per cent. in wages to its members within the past year." Newton: "Securing recognition before the different railroad companies in the matter of pay, hours of labor and other advantages." Osawatomie: "Moral, mental, physical and social advantages." Topeka: "An advance and maintenance of wages."

Is the tendency towards an increase in the number and efficiency of organization in your trade? This is answered affirmatively in every case.

What legislation, if any, would be of advantage to your trade? Fort Scott: "We wish the present passenger and freight tariffs maintained." Herington: "That rates on railroads be maintained, and that laws be enacted in conformity to the request of the railroad legislative committee now in session at Topeka."* Horton: "Restrict foreign immigration; establish a minimum of experience and age necessary to fill the position of conductor; establish passenger and freight rates that will be just to railroad companies in the light of statistical information in the last few years, and pass laws that will secure the maintenance of these rates. It must be borne in mind that the railroads of the country are the principal medium of the country's wealth and success, and their contributions in taxes, etc., are a great factor in maintaining our institutions, and our legislators should not handicap them with obnoxious laws that look only to the advantages of a few individuals who only patronize them occasionally. Railroads, when hampered by detrimental laws relating to passenger and freight rates, must, of necessity, counterbalance this by reduction in train service, employés, etc., which of course has its evil effects on all interested." Newton: "The rules of railroad companies in regard to hospital fees should be modified, and there should be a representative of the employés as director on each railroad hospital board of directors. A law should also be enacted compelling the appointment or election of at least one practical railroad man as Railroad Commissioner; also, no one should be employed as conductor who has not served as freight brakeman at least two

* These returns were received while the Legislature was in session.

years." Topeka: "Hospital dues should be done away with; there should be no excess in cash fares; local freight trains should each have three brakemen."

In General.—Herington: "We have expended, in addition to amounts reported, upward of \$300 to settle matters of grievances and adjust wages, and at all times our methods have been successful and satisfactory. As regards qualifications, it is necessary for a man to run a train continuously for one year for one company, which then leads us to believe he is fit to be one of us and share our benefits. We carry no compulsory insurance. A member can take the order's insurance if he wishes, but in case he does not, and is killed or injured, we are in duty bound to see that he or his immediate family are taken care of. Only a few years ago a conductor was looked on as a rather 'tough citizen,' but we claim that by our organization he has been made a better man, not only morally, but in everything that pertains to a good citizen and reputable member of society; and in proof of these statements we can cite you to the people we come in contact with in our daily vocations. The more crops grown, the more work for railroads, and of course more conductors are needed, which will give us an increase of membership." Horton: "We have no fixed assessments to provide for disabled or sick members, but endeavor to provide for their welfare and comfort in time of need, which is part of our obligation as members of the order. We have, however, a benefit insurance connected with the entire order in America, which is conducted on the assessment plan, and which guarantees a fixed amount to disabled members or their heirs, (in case of death,) which all members in good standing can avail themselves of if they choose. As regards legislation, would say: Restrict foreign immigration; establish a minimum of experience and age necessary to fill the position of conductor." Osawatomie: "Each member pays 50 cents per month to the railroad hospital for the purpose of maintaining a fund for the expenses of accidents and sickness. An insurance is maintained by the Order of Railway Conductors, but it is optional with the members whether they will insure or not." Topeka: "We have a mutual-insurance system, but it is not compulsory, and about one-half of our members do not carry the insurance, as they are of the opinion that it costs too much. It is conducted on the mutual-assessment plan."

CLERKS, TOPEKA.

During the latter part of 1890 the Salesmen and Clerks' Union of Topeka, which had been organized in the spring of that year, sent me a very interesting account of their organization. As the figures were received too late for tabulation, they are here given, accompanied by the "remarks":

Name, Salesmen and Clerk's Union No. 5280; location, Topeka; number of charter members, 57; date of organization, February 17, 1890. All the members are citizens of the United States. Thirty have families and 25 own homes. About 20 per cent. of all the salesmen in this locality now belong to the union. The union is affiliated with the American Federation of Labor. The members are divided as to occupation into four classes: Dry goods, clothing, and grocery salesmen, and

office work. The wages for 1890 were: For dry goods men, \$40 to \$100 per month; clothing men, \$45 to \$100 per month; grocery men, \$30 to \$50 per month; office work paid according to business. The wages have been about the same for the past five years, with an upward tendency for the last three. Wages are paid uniformly in cash, and at the end of each week. As a rule, members of the Union work ten hours per day—"Go to work at 7:30 A. M. and quit at 7:30 P. M., with one hour for dinner and the same length of time for supper; a few of the stores that close at 6:30 P. M. do not allow the hour for supper." Employment is usually obtained for 52 weeks in the year: "I know of but two of our members that have not been thus steadily employed." Men must serve one year before being admitted to membership. The present apprenticeship law is of no benefit to the trade. A law for the indenture of apprentices is desired. A fund is maintained for defraying the expenses of sickness among members: "We have a relief committee empowered to care for the sick, and to make an expenditure of \$10." The annual cost per member of maintaining the organization is \$3. Efforts are made for the social and educational development of the members by a discussion of subjects relating to our work and the methods of doing business. The well-defined advantage that has resulted from organization is the lessening of the hours of labor, and the tendency is toward an increase in the number and efficiency of trade organizations.

The following is given under the head of "Remarks":

"The Salesmen and Clerk's Union, of Topeka, Kansas, is the first union of the kind in the State. As there is no International Union yet formed, it was chartered by the American Federation of Labor. One of its objects is to lessen the hours of labor for the salesmen and clerks employed in mercantile houses, etc., so as to give the employes time for recreation and for social pursuits, which has been accomplished to a great extent in this city without strikes, lock-outs or other difficulties. Its success in this particular is due to the good people of Topeka in using their influence in our behalf. The union is also opposed to child labor, which is a great detriment to all kinds of laborers. The union is in favor of a law prohibiting the employment of any child under the age of fourteen years in any mine, factory or mercantile establishment, and shall present a bill to the next Legislature, and earnestly hope that it will pass and become a law. Our object is to also assist the American laborer to secure his just rights, and to make the eight-hour work-day a success. We desire to create a fund for the assistance of our members in sickness or disability. We assist each other in obtaining employment, and fair and just compensation therefor."

PAINTERS, TOPEKA.

The schedule which was sent to the painters' union was returned at too late a date for compilation with the other trades-union reports. The union not being organized until December 13, 1889, it could not report for the year 1889, but in December, 1890, returned the schedule, very fully answering all the questions. It being the only report from the painters of the State, it was deemed best to insert it in order that a record might be had of what organization there was among the painters at this time. The report is from—

Local Union No. 96, Painters and Decorators of America, located at Topeka, Kansas; special occupation, painting and paper-hanging; number of original charter members, 10; number of enrolled members January 1, 1891, 35; number of members who are citizens of the United States, all; number of members having families, 27; number of members living in homes of their own, 12; number of members living in rented homes, 15; proportion of painters in Topeka belonging to

union, 80 per cent. Union No. 96 is connected with the Brotherhood of Painters and Decorators of America, and Topeka Trades and Labor Assembly. The trade is divided into three classes—decorators, painters, and paper-hangers. Decorators and paper-hangers receive \$3.50 to \$6 per day, and \$21 to \$36 per week; painters, \$2.50 to \$3 per day, and \$15 to \$18 per week; grainers work by the piece.

Of wages for the past five years, the report says:

Wages for painters and decorators for 1889, \$3.50 to \$6.00 per day; but slight change for the preceding four years, in wages, but wonderful improvement in quality of work done; painters—1889, \$1.75 to \$2.50 per day, and no change in wages for the preceding four years (since the Union was organized the minimum wages for brush hands is \$2.50 per day; this rule has not been broken; some of the brush men get \$2.75 and \$3). Wages are paid in cash, and the "bosses try to pay weekly." No "truck stores" are maintained by employers. Ten hours are a day's work, and 59 a week's. The members can usually obtain employment 33 weeks in the year, and all obtained employment that number of weeks in 1890. Employment was not so regular during the year 1890 as in former years. There have been no strikes—"nor don't want any." The assistance for strikes is contributed through the National Union. There is no rule governing the employment of apprentices. The present law is of no benefit to the trade, so far as apprentices are concerned. A law is wanted "so arranged that boys will be mechanics, and learn the trade from the beginning." A fund is maintained to defray the expenses of accidents, but no money was expended for that purpose in 1890; no fund to defray the expenses of sickness is maintained, but \$33 was so used in 1890, collected by contribution; a fund is maintained to pay the expenses of death of members, and \$25 was so expended in 1890. It costs a beneficiary member \$4.20 per year to maintain the organization, and honorary members (includes men who are too old or physically disabled from taking insurance or sick benefits), \$1.20. The efforts for the social or educational development, or for the recreation of members, consists of engaging speakers to instruct members at regular meetings. No coöperative enterprises have been inaugurated by the members. Convict labor has a bad influence "for furniture finishers." Foreign immigration "helps to make an over-supply of mechanics in our trade." The well-defined advantages that have accrued to the members as a result of organization, are "more fraternal relations, increased wages and better service for the public." The tendency is towards an increase in the number and efficiency of organizations in the trade. The legislation that would be of advantage to the Painters' Union, is: Eight-hour day, weekly pay, prohibition of child labor and compulsory arbitration.

Under the head of "Remarks," there are the following:

"Our Union was organized in A. O. U. W. Hall by a meeting of some 15 of the resident painters of Topeka. Blanks for the organization were furnished by George T. Elliott, National Secretary, through members of the Trades Assembly of Topeka. Ten members paid \$1 each, and the charter was sent for, and received in due time. Our greatest difficulty was the remembrance of mistakes of former organizations. It was finally decided only to accept as members such bosses as were actually engaged at day's work, and these bosses have since proved to be among our most valuable members. The general sentiment of other labor organizations was that the admission of bosses was a bad policy, but it must be remembered that in our smaller Western cities the boss and journeymen are very closely connected. A journeyman to-day works for some one by the day or piece—to-morrow he succeeds in securing a small contract at which he works, and employs one or two of his fellow-workmen at so much per day. We have found the bosses as anxious to correct many of the

evils which beset our trade as are the journeymen. We have had only two instances in the past year where bosses refused to pay the scale—\$2.50 per day. The men ceased work at once, and went to work the next day for a fair employer. The stuff commonly known as 'mixed paints,' is a detriment to our trade, and worse for the general public. It affects our trade by enabling tramps and idle men of other trades to do work without any knowledge of the painters' trade. It affects the public by giving them miserable work, and placing the job in such a condition that good work can never be done without removing the residue of the patent paint by burning or otherwise. Our trade is injured by a class of men who, with a card of sample colors, move from place to place—their work being so poor that they are never hired the second time. Masters of no trade, they are a menace to all. Time and circumstances are working a remedy for this evil, and in this cure our hope lies. Too many of the people who want painting done, allow, or even insist, that it shall be done by working over-time and on Sunday. This could be readily remedied by lengthening the season in which painting is done, and thus prevent the resident painter from being idle nineteen weeks in the year. It is to the advantage of the person having outside work done that it should be done in the winter, because he avoids flies, dust, and the burning sun. Paint laid in winter will season and become hardened much better than at any other time. To avoid the rush and confusion, people are learning to place their orders earlier in the season in order to secure the best workmen. One of the greatest advantages to the painter in belonging to the Union is the ability to take a card that insures his meeting friends among his own craft wherever he goes. Our Union has now obtained a foothold all over the country, and but little work can be obtained outside of its membership while traveling; and we hope soon to include every legitimate painter, decorator or paper-hanger who earns his bread by the manipulations of the brush. Monopolies have affected our trade by closing up all the smaller oil factories, one of which was located in Topeka; also by controlling in a trust all of the white-lead output. The result has been that the price of both these articles has been raised to the consumer.

GEORGE H. HUGHES, *Secretary*,

Local Union No. 96, Brotherhood of Painters and Decorators of America, Topeka, Kansas.

As a fitting correlative of the preceding investigation concerning trades-unions, it was deemed wise to examine into the advantages, if any, that came to the citizen as a material reward for the money and time given to the various unions. The representatives of the trades organizations were anxious that such an investigation should be made; for while the benefits to the individual have always been urged as a reason why wage-earners should join the union of their craft, the arguments were based upon general knowledge rather than upon actual or individual conditions of sufficient scope to prove the position of the trades-unionists.

From the reports of the different trades unions it is seen that the annual cost of maintaining such unions ranges from \$3.50 to \$14.83. What do the men who pay this sum yearly receive in return therefor?

This question could only be answered by a personal investigation. Through the trades unions information could be obtained concerning the members collectively, but such means were of no avail when the non-union citizen was considered. Therefore the following blank was prepared:

1890. Occupation, —. Sex, —. Jour., two-thirds, apprentice, foreman, or assistant foreman, —. Have followed the trade — years. Wages per day, \$—.

— hrs. per day. — hrs. per week. How often paid, —. Is over-time paid for, —. Any *extra* pay for over-time, —. How much *extra*, —. Work by the hour, day, week, month, piece, or how, —. How paid *by the piece*, and how much, —. Member of trades union, —. How long a member, — years. Member of any other labor organization, —. What, —. Born in the U. S., or where, —. Lived in U. S. — years. Married or single, —. How many children, —. How many children (under 21 years of age) attending school, —. How many children (under 15 years of age) working for wages, —. Rent, or own, the house you live in, —. How many rooms, —. How much rent per month do you pay, \$—. Home all paid for, —. Do you pay in monthly installments, —. How much a month, \$—. Am't of mortgage, \$—. Due in — years. — per cent. interest. Board and room per week, \$—. Board per week, \$—. Room per month, \$—. Carry any life insurance, —. How much, \$—. Belong to any secret societies other than labor organizations, —. How many —. Any surplus money in bank, or otherwise invested, —.

Agents collected and the Bureau has compiled 925 returns as made on this blank. The answers to the questions have been compiled in a series of tables, general and summary, so arranged that a comparison can be made as to the condition of the union and non-union wage-earners. Care was taken to obtain the information from men surrounded by like conditions of employment and location. These compilations make a complete showing as to the relative position of the union and non-union workman, and in addition thereto several valuable conclusions can be arrived at as to the social and financial condition of our wage-earners.

The blanks collected cover 44 occupations, in 21 of which no comparisons are made. Of the 925 returns 421 are from union men representing 25 occupations, and 504 are from non-union men representing 42 trades. The analysis and results of the investigation are found in ten summary tables, by trades, while the details for each individual are found in Tables I, II, and III. The "office number" in the first column is carried through all of the general tables; thus the condition of the union barber whose office number is "one" can be followed directly in the three general tables.

The summary tables are as follows:

TABLE No. 1.—Summary of foreign-born, years member of union, and number who are members of other labor organizations, by trades.

TABLE No. 2.—Summary of those belonging to secret societies and classification as to number of societies, by trades.

TABLE No. 3.—Summary of life insurance carried, and average number of years trade has been followed, by trades.

TABLE No. 4.—Summary of hours of labor and classification of same, by trades.

TABLE No. 5.—Summary of daily wages and classification of same, by trades.

TABLE No. 6.—Summary, showing number that work by time and piece, intervals at which wages are paid, and number that receive pay for over-time and the rate paid, by trades.

TABLE No. 7.—Summary, showing number married, number of children, children at school and at work, by trades.

TABLE No. 8.—Summary, showing number owning homes, number of rooms to family, number of homes paid for, number paying monthly, and the average amount paid monthly, by trades.

TABLE No. 9.—Summary, showing number reporting homes mortgaged, and amount of mortgages, by trades.

TABLE No. 10.—Summary, showing number renting homes, number of rooms to family, average amount paid for rent per month, and number reporting savings and amounts thereof, by trades.

TABLE NO. 1.

SUMMARY of foreign-born, years member of union, and number who are members of other labor organizations, by trades.

NOTE.—For details, see Table I.

Trades.	Number reporting.		Foreign-born.						Average number years member of union.....	Member of other labor organization.			
	Union.....	Non-union.....	Number reporting.		Per cent. of total returns.		Av. No. years in United States.			No. reporting.		Per cent. of total returns.	
			Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....		Union.....	Non-union.....	Union.....	Non-union.....
Barber.....	12	9	2	.....	16	.....	15.0	.....	2.2	4	.....	33½	.....
Blacksmiths.....	9	34	3	8	33½	23	18.0	17.0	5.7	2	8	22	23
Blacksmith's helper.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Boilermakers.....	7	5	2	1	28	20	9.0	15.0	5.0	.....	1	20	.....
Brakeman.....	1	.....	.....	.....	.....	.....	.....	.....	2.0	.....	.....	.....	.....
Bricklayers.....	20	6	7	.....	35	.....	17.0	.....	5.0	6	.....	30	.....
Butchers.....	20	25	6	11	30	44	10.0	13.0	1.4	5	7	25	28
Cabinetmakers.....	.....	7	.....	3	.....	42	22.0	.....	.....	.....	2	.....	23
Car builders.....	1	2	.....	1	50	.....	18.0	.....	4.0	.....	2	.....	100
Car cleaners.....	2	5	1	1	50	20	9.0	16.0	1.5	.....	.....	.....	.....
Car repairers.....	1	5	.....	.....	.....	.....	.....	.....	5	.....	4	.....	80
Carpenters.....	83	61	14	8	16	13	14.6	24.0	2.7	16	7	19	11
Cigarmakers.....	23	9	11	3	48	33	16.2	12.0	8.0	2	.....	8	.....
Coopers.....	34	8	11	1	32	12	15.8	20.0	1.8	7	1	21	12
Conductors, street railway.....	.....	12	.....	2	16	.....	5.0	.....	.....	.....	.....	.....	.....
Drivers, street railway.....	.....	5	.....	1	20	.....	10.0	.....	.....	.....	.....	.....	.....
Engineers, stationary.....	.....	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Firemen, stationary.....	.....	5	.....	1	.....	.....	5.0	.....	.....	.....	.....	.....	.....
Freight handlers.....	.....	5	.....	1	.....	.....	23.0	.....	.....	.....	.....	.....	.....
Gripmen, street railway.....	.....	5	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	20
Harnessmakers.....	4	9	1	1	25	11	13.0	10.0	2.5	1	.....	25	.....
Horseshoers.....	3	2	2	1	66½	50	18.0	10.0	4.5	1	.....	33½	.....
Laborers.....	.....	22	.....	7	31	.....	11.0	.....	.....	.....	7	.....	.....
Machinists.....	23	51	7	15	30	29	16.0	18.0	3.8	4	16	17	31
Motorneers, street railway.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Molders.....	18	23	4	9	22	39	18.7	18.8	9.1	2	7	11	30
Packing-house employes.....	.....	11	.....	1	.....	9	.....	15.0	.....	.....	5	.....	45
Packers, salt factory.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Packers, starch factory.....	.....	2	.....	2	.....	100	.....	15.0	.....	.....	1	.....	12
Pavers, street work.....	.....	8	.....	.....	25	.....	15.0	.....	.....	.....	.....	.....	15
Painters.....	13	33	1	5	8	15	20.0	19.0	4.7	.....	5	.....	12
Planing-mill employes.....	.....	19	.....	6	31	.....	14.3	.....	.....	1	.....	5	5
Plasterers.....	12	7	3	1	25	14	27.6	10.0	2.7	3	.....	25	.....
Plumbers.....	10	4	7	.....	70	.....	6.8	.....	4.2	1	.....	10	.....
Printers.....	76	14	4	.....	5	.....	19.7	.....	2.6	4	.....	5	.....
Rakers, salt factory.....	.....	6	.....	1	.....	16	.....	20.0	.....	.....	.....	.....	.....
Shirtmakers, women.....	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Shoemakers.....	.....	9	.....	3	33½	.....	.....	17.0	.....	.....	.....	.....	.....
Smelter employes.....	.....	10	.....	6	60	.....	.....	24.0	.....	.....	8	.....	80
Stonecutters.....	17	11	11	6	64	54	13.7	9.0	8.3	1	1	6	9
Stonemasons.....	19	23	8	9	42	35	17.2	22.8	5.9	2	2	10	9
Switchman.....	1	.....	.....	.....	.....	.....	.....	.....	2.0	.....	.....	.....	.....
Tailors.....	11	2	6	.....	54	.....	13.2	.....	3.3	1	.....	9	.....
Tinners.....	1	12	.....	3	.....	25	.....	16.3	3.0	1	3	100	25
Totals.....	421	504	107	120	.....	.....	.....	.....	.....	63	89	.....	.....
Percentages.....	.....	.....	.....	.....	25	24	.....	.....	.....	.....	.....	15	18
Averages.....	.....	.....	.....	.....	.....	.....	15.2	15.4	3.7	.....	.....	.....	.....

In Table No. 1 we find that 25 per cent. of the union men are foreign-born; while 24 per cent. of the non-union men are of foreign birth. Of the 925

men under consideration, 75.5 per cent. are of American birth. The average length of residence in the United States of the foreign-born unionists is 15 years and 2 months, while that of the non-unionists is 15 years and 4 months. The average number of years that men have belonged to the 25 unions comprehended is 3.7. Fifteen per cent. of the union men belong to labor organizations besides their own union, and 18 per cent. of the non-union men are members of labor organizations.

TABLE NO. 2.

SUMMARY of those belonging to secret societies, and classification as to number of societies, by trades.

NOTE.—For details, see Table I.

Trade.	No. re- porting.		No. re- porting belong- ing to secret organi- zations.		Percent belong- ing to secret organi- zations.		Number belonging to —							
							Only one secret or- ganiza- tion.		Two secret or- ganiza- tions.		Three secret or- ganiza- tions.		Four or more se- cret organ- izations.	
	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....
Barbers.....	12	9	9	6	75	66½	6	4	2	2	.....	.....	1	.....
Blacksmiths.....	9	34	8	21	88	61	7	17	1	2	.....	2	.....	.....
Blacksmith's helper.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Boilermakers.....	7	5	5	2	71	40	3	2	1	.....	1	.....	.....	.....
Brakeman.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Bricklayers.....	20	6	13	2	65	33½	12	2	1	.....	.....	.....	.....	.....
Butchers.....	20	25	11	13	55	52	5	9	6	4	.....	.....	.....	.....
Cabinetmakers.....	.....	7	.....	5	.....	71	.....	4	.....	1	.....	.....	.....	.....
Car builders.....	1	2	1	2	100	100	1	2	.....	.....	.....	.....	.....	.....
Car cleaners.....	2	5	.....	4	.....	80	.....	4	.....	.....	.....	.....	.....	.....
Car repairers.....	1	5	1	3	100	60	1	3	.....	.....	.....	.....	.....	.....
Carpenters.....	83	61	48	33	57	54	25	26	22	4	1	3	.....	.....
Cigarmakers.....	23	9	12	5	52	56	7	5	5	.....	.....	.....	.....	.....
Coopers.....	34	8	25	3	73	37	22	2	3	1	.....	.....	.....	.....
Conductors, street railway.....	.....	12	.....	11	.....	91	.....	9	.....	2	.....	.....	.....	.....
Drivers, street railway.....	.....	5	.....	1	.....	20	.....	.....	.....	1	.....	.....	.....	.....
Engineers, stationary.....	.....	8	.....	6	.....	75	.....	6	.....	.....	.....	.....	.....	.....
Firemen, stationary.....	.....	5	.....	1	.....	20	.....	1	.....	.....	.....	.....	.....	.....
Freight handlers.....	.....	5	.....	2	.....	40	.....	1	.....	1	.....	.....	.....	.....
Gripmen, street railway.....	.....	5	.....	2	.....	40	.....	2	.....	.....	.....	.....	.....	.....
Harnessmakers.....	4	9	3	2	75	22	3	2	.....	.....	.....	.....	.....	.....
Horseshoers.....	3	2	1	2	33½	100	1	2	.....	.....	.....	.....	.....	.....
Laborers.....	.....	22	.....	9	.....	40	.....	6	.....	3	.....	.....	.....	.....
Machinists.....	23	51	19	35	82	68	14	27	4	8	1	.....	.....	.....
Motorneers, street railway.....	.....	2	.....	1	.....	50	.....	1	.....	.....	.....	.....	.....	.....
Molders.....	18	23	11	15	61	65	9	11	2	3	.....	1	.....	.....
Packing-house employes.....	.....	11	.....	5	.....	45	.....	4	.....	1	.....	.....	.....	.....
Packers, salt factory.....	.....	3	.....	1	.....	33½	.....	1	.....	.....	.....	.....	.....	.....
Packers, starch factory.....	.....	2	.....	1	.....	50	.....	1	.....	.....	.....	.....	.....	.....
Pavers, street work.....	.....	8	.....	3	.....	27	.....	1	.....	2	.....	.....	.....	.....
Painters.....	13	33	10	13	77	39	9	10	.....	1	1	2	.....	.....
Planing-mill employes.....	.....	19	.....	7	.....	37	.....	5	.....	.....	.....	.....	.....	.....
Plasterers.....	12	7	5	1	41	14	5	1	.....	.....	.....	.....	.....	.....
Plumbers.....	10	4	4	2	40	50	3	2	1	.....	.....	.....	.....	.....
Printers.....	76	14	43	4	57	29	28	4	12	.....	3	.....	.....	.....
Rakers, salt factory.....	.....	6	.....	2	.....	33½	.....	2	.....	.....	.....	.....	.....	.....
Shirtmakers, women.....	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Shoemakers.....	.....	9	.....	5	.....	55	.....	5	.....	1	.....	.....	.....	.....
Smelter employes.....	.....	10	.....	9	.....	90	.....	8	.....	1	.....	.....	.....	.....
Stonecutters.....	17	11	12	5	70	45	6	3	6	2	.....	.....	.....	.....
Stonemasons.....	19	23	10	7	52	30	6	6	4	1	.....	.....	.....	.....
Switchman.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Tailors.....	11	2	8	.....	72	.....	8	.....	.....	.....	.....	.....	.....	.....
Tinners.....	1	12	.....	4	.....	33½	.....	3	.....	1	.....	.....	.....	.....
Totals.....	421	504	259	255	.....	.....	181	204	70	43	7	8	1	.....
Percentages.....	.....	.....	.....	.....	61.5	50.5	43	40.4	16.7	8.5	1.7	1.6	.1	.....

Table No. 2 treats entirely of membership in secret organizations. There is 11 per cent. difference between union and non-union men as to the number who are members—61.5 per cent. of the former and 50.5 per cent. of the latter belonging to one or more of the different fraternal societies.

Union and non-union combined, this table shows that 55.5 per cent. of the wage-earners in the 44 occupations represented are members of secret societies.

Of the union men, 43 per cent. belong to one secret society only, 16.7 per cent. belong to two, 1.7 per cent. belong to three, and one-tenth of 1 per cent. are members of four different societies. Forty and four-tenths per cent. of the non-union men belong to one secret society, 8.5 belong to two, and 1.6 per cent. belong to three.

Table No. 3 deals with life insurance, and the number of years that the trade has been followed. The first is a very important subject to the wage-earner. The man who from his daily wages is laying by a part in the way of life insurance is accumulating a saving that will be appreciated at the time of greatest need. Of the 925 men under consideration, 385, or 41.6 per cent., were carrying life insurance in amounts ranging from \$250 up, the average sum being over \$1,500.

Forty-seven per cent. of the union men carry life insurance, the average amount being \$1,508. An examination of Table I. will show that in several of the unions the amount of life insurance carried by the members is small. Generally where this occurs, the insurance is a part of the union benefits, and is guaranteed to the members upon the payment of the monthly dues without any extra assessments. These insurance policies for small amounts serve to reduce the average sum carried by each. Thirty-seven per cent. of the non-union men carry life insurance, the average amount being \$1,551.

The union men have been employed in the various trades represented an average of 12 years and 6 months, and the non-union men an average of 8 years and 7 months. Table No. 3 is as follows:

TABLE NO. 3.

SUMMARY of life insurance carried, and average number of years trade has been followed, by trades.

NOTE.—For details, see Table I.

Trades.	Number reporting.		Life insurance.						Average number years worked at trade.	
			Number carrying.		Per cent. carrying.		Average amount carried.			
	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
Barbers.....	12	9	6	4	50	44	\$1,583	\$750	10.4	9.8
Blacksmiths.....	9	34	6	15	66½	44	1,583	1,836	13.5	11.3
Blacksmith's helper.....		1								3.0
Bollermakers.....	7	5	4	1	57	20	275	1,000	14.5	9.0
Brakeman.....	1		1		100		1,000		5.0	
Bricklayers.....	20	6	12	2	60	33½	1,833	1,500	13.0	15.0
Butchers.....	20	25	9	11	45	44	1,166	1,618	8.6	9.0
Cabinetmakers.....		7		3		43		1,666		20.5
Car builders.....	1	2	1	2	100	100	2,500	2,000	22.0	21.5
Car cleaners.....	2	5		2		40		1,000	1.0	3.2
Car repairers.....	1	5	1	1	100	20	1,000	1,000	3.0	7.3

TABLE No. 3—CONCLUDED.

Trades.	Number reporting.		Life insurance.						Average number years worked at trade.	
			Number carrying.		Per cent. carrying.		Average amount carried.			
	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
Carpenters.....	83	61	44	19	53	31	1,446	1,658	12.9	17.8
Cigarmakers.....	23	9	11	5	48	56	1,182	1,500	12.4	13.2
Coopers.....	34	8	16	1	47	12½	1,687	1,200	12.9	2.7
Conductors, street railway.....	12	.....	8	.....	66½	.....	1,750	.....	2.6	.....
Drivers, street railway.....	5	.....	1	.....	20	.....	1,500	.....	2.1	.....
Engineers, stationary.....	8	.....	3	.....	37½	.....	1,666	.....	9.2	.....
Firemen, stationary.....	5	.....	.....	.....	.....	.....	.....	.....	3.7	.....
Freight handlers.....	5	.....	1	.....	20	.....	2,000	.....	4.2	.....
Gripmen, street railway.....	5	.....	1	.....	20	.....	1,000	.....	2.2	.....
Harnessmakers.....	4	9	3	1	75	11	1,000	2,000	12.7	8.6
Horseshoers.....	3	2	1	2	33½	100	2,000	1,500	16.0	14.5
Laborers.....	22	.....	3	.....	14	.....	1,366	.....	6.5	.....
Machinists.....	23	51	17	24	74	47	1,335	1,728	12.7	12.7
Motorneers, street railway.....	2	.....	.....	.....	.....	.....	.....	.....	.7	.....
Molders.....	18	23	8	9	44	39	1,500	1,666	17.0	14.3
Packing-house employes.....	11	.....	4	.....	66	.....	1,562	.....	5.7	.....
Packers, salt factory.....	3	.....	.....	.....	.....	.....	.....	.....	1.5	.....
Packers, starch factory.....	2	.....	.....	.....	50	.....	1,000	.....	2.0	.....
Pavers, street work.....	8	.....	1	.....	12½	.....	3,000	.....	2.3	.....
Painters.....	13	33	5	12	38½	36	2,500	1,541	18.6	11.5
Planing-mill employes.....	19	.....	5	.....	26	.....	1,500	.....	9.4	.....
Plasterers.....	12	7	1	1	83½	14	2,000	2,000	17.1	12.1
Plumbers.....	10	4	3	2	30	50	2,000	1,500	10.3	8.5
Printers.....	76	14	27	1	35½	7	2,337	1,000	14.3	7.8
Rakers, salt factory.....	6	.....	1	.....	16½	.....	2,000	.....	1.7	.....
Shirtmakers, women.....	4	.....	.....	.....	.....	.....	.....	.....	.9	.....
Shoemakers.....	9	.....	3	.....	33½	.....	1,000	.....	17.0	.....
Smelter employes.....	10	.....	7	.....	70	.....	1,785	.....	4.8	.....
Stonecutters.....	17	11	11	2	64½	18½	1,176	1,500	16.4	14.0
Stonemasons.....	19	23	8	4	42	17	1,875	1,550	17.3	17.2
Switchman.....	1	.....	1	.....	100	.....	800	.....	5.0	.....
Tailors.....	11	2	3	.....	88	.....	900	.....	17.6	11.0
Tinners.....	1	12	.....	3	.....	25	.....	2,000	9.0	14.0
Totals.....	421	504	199	186	.....	.....	.....	.....	.....	.....
Percentages.....	.....	.....	.....	.....	47	37	.....	.....	.....	.....
Averages.....	.....	.....	.....	.....	.....	.....	\$1,508	\$1,551	12.5	8.7

"Hours of Labor" is the subject upon which Table No. 4 treats. Nine hours and 54 minutes is the average length of time a union man works for a day, and 10 hours and 18 minutes is the average day for the non-union man. For a week's work the union man gives an average of 59 hours and 6 minutes, while the non-union man gives an average of 62 hours and 54 minutes—a difference of 3 hours and 48 minutes.

Referring to that part of the table which is classified according to hours worked per day, it will be found that 96.6 per cent. of the union men work 10 hours or less per day, and but 3.4 per cent. work over 10 hours per day; of the non-union men 89.3 per cent. work 10 hours or less per day, while 10.7 per cent. work more than 10 hours. Nine and one-tenth per cent. of the non-union men work 12 hours or over per day, while 3.1 per cent. of the union men work a like number of hours. Of the union men 8.3 per cent. work 8 to 9 hours per day; 5.3 per cent. of the non-union men enjoy a work-day of 8 to 9 hours.

A study of the table which follows will give a clear conception of the hours of labor of the 925 men under consideration:

TABLE NO. 4.

SUMMARY of hours of labor, and classification of same, by trades.

NOTE.—For details, see Table I.

Trades.	No. reporting.		Average No. hours worked daily.		Average No. hours worked weekly.		Hours worked daily, number reporting*—									
							Eight hours.		Nine hours.		Ten hours.		Eleven hours.		12 hrs. and over.	
	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
Barbers.....	12	9	12.7	12.0	79.5	68.0	...	...	1	...	...	...	1	12	7	...
Blacksmiths.....	9	34	9.7	9.8	57.0	59.0	1	3	5	6	27	1	...	...	...	...
Blacksmith's helper.....	...	1	...	10.0	...	59.0	...	...	...	1	...	...	...	...	...	...
Boilermakers.....	7	5	9.9	10.0	59.5	60.0	...	1	...	6	5	...	...	...	...	...
Brakeman.....	1	...	10.0	...	60.0	...	...	...	1	...	...	...	...	...	...	...
Bricklayers.....	20	6	9.5	10.0	56.6	60.0	...	10	...	10	6	...	...	...	...	...
Butchers.....	20	25	10.0	10.0	60.0	60.1	...	...	...	20	25	...	...	...	...	...
Cabinetmakers.....	...	7	...	9.9	...	58.7	...	...	1	...	6	...	...	...	...	...
Car builders.....	1	2	9.0	9.0	50.0	50.0	...	1	2	...	...	...	...	...	...	...
Car cleaners.....	2	5	9.5	9.9	57.0	59.4	...	2	1	...	4	...	...	...	...	...
Car repairers.....	1	5	10.0	9.8	59.0	59.6	...	...	4	1	...	...	...	...	...	1
Carpenters.....	83	61	9.8	9.9	58.7	59.4	...	14	4	69	57	...	...	...	...	...
Cigarmakers.....	23	9	8.0	8.6	48.7	52.0	22	5	...	2	1	2	...	...	...	...
Coopers.....	34	8	10.0	9.7	55.3	57.2	...	...	2	34	6	...	...	...	...	...
Conductors, street rly.....	...	12	...	12.1	...	76.0	...	...	2	...	...	...	...	...	10	...
Drivers, street rly.....	...	5	...	13.6	...	95.2	...	...	...	...	...	1	...	4	...	...
Engineers, stationary.....	...	8	...	10.8	...	70.7	...	...	1	...	3	1	...	3	...	...
Firemen, stationary.....	...	5	...	10.0	...	68.4	1	...	...	3	...	...	...	1	...	...
Freight handlers.....	...	5	...	10.0	...	60.0	...	...	...	5	...	...	...	...	...	...
Gripmen, street rly.....	...	5	...	12.0	...	79.2	...	...	...	...	...	...	...	5	...	...
Harnessmakers.....	4	9	10.0	10.0	60.0	59.8	...	...	4	9	...	...	...	...	...	...
Horseshoers.....	3	2	10.0	10.0	60.0	60.0	...	...	3	2	...	...	...	...	...	...
Laborers.....	...	22	...	9.7	...	59.3	3	4	...	13	2	...	...	...	...	...
Machinists.....	23	51	10.0	9.7	59.7	57.9	1	1	16	22	33	1	...	...	...	...
Motorneers, street rly.....	...	2	...	16.0	...	96.0	...	...	...	...	...	...	...	2	...	...
Molders.....	18	23	9.9	9.5	58.6	56.9	2	5	15	13	6	...	...	...	...	...
Packing-house emp.....	...	11	...	10.0	...	60.0	...	...	...	11	...	...	...	...	...	...
Packers, salt factory.....	...	3	...	10.0	...	60.0	...	...	...	3	...	...	...	...	...	...
Packers, starch fact'y.....	...	2	...	10.0	...	60.0	...	...	...	2	...	...	...	...	...	...
Pavers, street work.....	...	8	...	10.0	...	60.0	...	...	...	8	...	...	...	...	...	...
Painters.....	13	33	10.0	9.7	59.3	57.8	4	...	3	13	26	...	...	...	...	...
Planing-mill employes.....	...	19	...	9.1	...	54.9	8	11	...	...	...	...	...	...	...	...
Plasterers.....	12	7	9.8	10.0	58.5	59.3	...	2	10	7	...	...	...	...	...	...
Plumbers.....	10	4	9.9	10.0	59.4	60.0	...	1	9	4	...	...	...	...	...	...
Printers.....	76	14	9.8	10.0	57.0	59.8	2	8	65	14	1	...	...	...	...	...
Rakers, salt factory.....	...	6	...	12.0	...	72.0	...	...	...	...	...	...	...	6	...	...
Shirtmakers, women.....	...	4	...	10.0	...	60.0	...	...	...	4	...	...	...	...	...	...
Shoemakers.....	...	9	...	10.0	...	60.0	...	...	...	8	1	...	...	...	...	...
Smelter employes.....	...	10	...	11.0	...	76.0	2	...	...	1	...	...	...	7	...	...
Stonecutters.....	17	11	8.4	10.0	49.8	59.0	11	6	...	11	...	...	...	...	...	...
Stonemasons.....	19	23	10.0	10.0	59.4	59.7	...	1	18	23	...	...	...	...	...	...
Switchman.....	1	...	12.0	...	84.0	...	...	...	...	...	...	...	1	...	...	...
Tailors.....	11	2	10.0	10.0	59.7	60.0	...	...	11	2	...	...	...	...	...	...
Tinners.....	1	12	9.0	10.0	50.0	59.7	...	1	...	12	...	...	...	...	...	...
Totals.....	421	504	...	...	...	...	35	27	56	74	316	349	1	8	13	46
Percentages.....	...	...	...	...	...	...	8.3	5.3	13.3	14.7	75	69.3	.2	1.6	3.1	9.1
Averages.....	...	...	9.9	10.3	59.1	62.9	...	...	...	...	...	...	...	...	...	...

* In a few instances, men reported as working a fraction of an hour, but the number was too few to be significant.

The preceding table having analyzed the subject of the number of hours worked, it is proper that the table immediately following should treat of wages; therefore Table 5 is the next to be considered, and relates entirely to daily pay, representing 44 different occupations, each requiring a greater or less amount of skill. The average daily wages for the 421 union men is \$2.54, and for the 504 non-union men \$2.04—a general average for the 925 men of \$2.16.

Thirty-seven per cent., or more than one-third, of the union men receive from \$2.50 to \$2.74 per day; 19.2 per cent., or nearly one-fifth, of the non-union men obtain a like sum. Thirty-eight and three-tenths per cent. of the union men receive more than \$2.75 per day, and 15.3 per cent. of the non-union men get an excess of \$2.75 for a day's work.

TABLE

SUMMARY of daily wages, and

NOTE.—For details, see Table II.

Trade.	Wages.				Number receiving							
	No. reporting.		Average daily.		Less than \$1 to \$1.24.		\$1.25 to \$1.49.	\$1.50 to \$1.74.	\$1.75 to \$1.99.	\$2 to \$2.24.	\$2.25 to \$2.49.	
	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....	Union.....	Non-union.....
Barbers.....	12	9	\$2 11	\$1 63	.....	.....	2	3	2	3	6	1
Blacksmiths.....	9	34	2 35	2 28	.....	.....	.....	1	.....	.....	13	7
Blacksmith's helper.....	.....	1	.....	1 75	.....	.....	.....	.....	1	.....	.....	.....
Boilermakers.....	7	5	2 37	2 35	.....	.....	.....	.....	.....	.....	1	1
Brakeman.....	1	.....	1 80	.....	.....	.....	.....	.....	1	.....	.....	.....
Bricklayers.....	20	6	4 46	3 25	.....	.....	.....	.....	.....	.....	.....	.....
Butchers.....	20	25	2 55	2 54	.....	.....	.....	.....	1	4	3	4
Cabinet makers.....	.....	7	.....	2 11	.....	.....	.....	.....	.....	1	.....	2
Car builders.....	1	2	2 36	2 40	.....	.....	.....	.....	.....	.....	1	2
Car cleaners.....	2	5	1 46	1 39	.....	.....	1	1	1	.....	.....	.....
Car repairers.....	1	5	1 50	1 93	.....	.....	1	1	.....	1	.....	1
Carpenters.....	83	61	2 49	2 28	.....	.....	.....	.....	1	5	5	19
Cigarmakers.....	23	9	2 63	2 43	.....	.....	.....	.....	.....	.....	4	3
Coopers.....	34	8	2 09	1 93	.....	.....	.....	3	1	5	3	16
Conductors, street rly.....	.....	12	.....	2 18	.....	.....	.....	.....	2	.....	2	.....
Drivers, street railway.....	.....	5	.....	1 17	.....	5	.....	.....	.....	.....	.....	.....
Engineers, stationary.....	.....	8	.....	2 06	.....	.....	.....	2	.....	.....	4	.....
Firemen, stationary.....	.....	5	.....	1 67	.....	.....	.....	3	.....	1	.....	.....
Freight handlers.....	.....	5	.....	1 35	.....	.....	4	.....	.....	1	.....	.....
Gripmen, street railway.....	.....	5	.....	2 40	.....	.....	.....	.....	.....	.....	.....	5
Harnessmakers.....	4	9	2 21	1 82	.....	.....	.....	2	.....	5	2	2
Horseshoers.....	3	2	2 75	2 66	.....	.....	.....	.....	.....	.....	.....	.....
Laborers.....	.....	21	.....	1 45	.....	4	.....	5	.....	8	3	.....
Machinists.....	23	51	2 58	2 51	.....	.....	.....	2	.....	2	4	3
Motorneers, street rly.....	.....	2	.....	1 33	.....	.....	.....	.....	.....	.....	.....	18
Molders.....	18	23	2 59	2 65	.....	.....	.....	.....	.....	.....	2	1
Packing-house employes.....	.....	11	.....	1 75	.....	.....	.....	4	.....	5	.....	.....
Packers, salt factory.....	.....	3	.....	1 43	.....	.....	2	.....	1	.....	.....	.....
Packers, starch factory.....	.....	2	.....	1 66	.....	.....	.....	2	.....	.....	.....	.....
Pavers, street work.....	.....	8	.....	1 56	.....	.....	.....	6	.....	2	.....	.....
Painters.....	13	33	2 69	2 19	.....	.....	.....	2	.....	5	3	9
Planing-mill employes.....	.....	19	.....	2 05	.....	1	.....	.....	.....	7	.....	5
Plasterers.....	12	7	2 83	2 70	.....	.....	.....	.....	.....	.....	.....	2
Plumbers.....	10	4	3 10	2 87	.....	.....	.....	.....	.....	.....	.....	.....
Printers.....	76	15	2 84	1 52	.....	3	.....	1	.....	4	1	5
Rakers, salt factory.....	.....	6	.....	1 50	.....	.....	.....	.....	6	.....	1	1
Shirtmakers, women.....	.....	4	.....	85	.....	2	.....	2	.....	.....	.....	.....
Shoemakers.....	.....	9	.....	1 93	.....	.....	.....	.....	1	.....	3	4
Smelter employes.....	.....	10	.....	1 99	.....	.....	.....	.....	1	.....	4	3
Stonecutters.....	17	11	3 61	3 17	.....	.....	.....	.....	.....	.....	.....	.....
Stonemasons.....	19	23	3 25	2 93	.....	.....	.....	.....	.....	.....	1	.....
Switchman.....	1	.....	2 50	.....	.....	.....	.....	.....	.....	1	.....	.....
Tailors.....	11	2	2 08	1 95	.....	.....	.....	.....	1	1	7	1
Tanners.....	1	12	2 39	2 08	.....	.....	.....	1	.....	3	3	1
Totals and averages, per cent. whole number union reporting.....	421	504	\$2 54	\$2 04	.....	15	1	24	5	50	11	61
Per cent. whole number non-union reporting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Per cent. whole number non-union reporting.....	.....	.....	.....	.....	.....	3	.....	4.8	.....	10	.....	11.9
Per cent. whole number non-union reporting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	18.7	.....
Per cent. whole number non-union reporting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10	.....
Per cent. whole number non-union reporting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	17.1

Sixty-seven per cent. of the union men work by the day and 33 per cent. cent. by the piece.

Of the union men, 83 per cent. are paid weekly, 10 per cent. are paid semi-paid weekly, 12 per cent. semi-monthly, and 36 per cent. monthly.

Seventy-two and one-half per cent. of the union men receive extra pay for regular rate; while 46½ per cent. of the non-union men receive extra pay, the regular work-day is 10 hours, at \$2.50 per day or 25 cents per hour, and he excess of 10 in one day, he receives 37½ cents.

Full details of the before-mentioned points, by trades, are found in Table No. 6 which follows:

TABLE NO. 6.

SUMMARY, showing number that work by time and piece, intervals at which wages are paid, and number that receive pay for over-time and the rate paid, by trades.

NOTE.—For details, see Table II.

Trade.	No. re- porting.		Number working by—				Number paid—						Over-time.			
	Union.	Non-union.	Time.		Piece.		Weekly.		Semi-monthly		Monthly		Average rate paid.		Per cent. receive pay for.	
			Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.
Barbers.....	12	9	...	...	12	9	12	9	...	3	4	9	1½	1½	67	15
Blacksmiths.....	9	36	9	33	...	1	5	22	...	3	4	9	1½	1½	67	15
Blacksmith's helper.....	1	1	...	1	...	...	...	...	...	...	...	...	...	...	...	...
Boilermakers.....	7	5	7	5	...	...	6	5	...	...	1	...	1½	1½	100	100
Brakeman.....	1	...	...	...	1	...	...	...	...	...	1	...	...	...	...	...
Bricklayers.....	20	6	20	6	...	...	17	6	3	...	...	...	1½	1½	50	...
Butchers.....	20	25	20	25	...	...	12	20	8	5	...	...	1½	1½	30	32
Cabinetmakers.....	7	7	7	7	...	...	...	1	...	...	6	...	1½	1½	...	14
Car builders.....	1	2	1	2	...	...	...	...	...	...	1	2	1½	1½	100	100
Car cleaners.....	2	5	2	5	...	...	...	...	...	...	2	5	1½	1½	50	20
Car repairers.....	1	5	1	5	...	...	...	...	...	...	1	5	1½	1½	...	80
Carpenters.....	83	61	83	61	...	...	69	42	9	8	5	11	1½	1½	67	26
Cigarmakers.....	23	9	1	...	22	9	22	9	...	...	1	...	...	...	...	...
Coopers.....	34	8	...	...	34	8	34	...	...	...	...	8	...	...	...	...
Conductors, street railway.....	12	...	12	...	...	...	...	...	2	...	10	...	...	...	...	...
Drivers, street railway.....	5	5	...	...	...	...	...	...	4	...	1	...	...	...	...	...
Engineers, stationary.....	8	...	8	...	...	...	...	2	...	...	6	...	...	...	...	...
Firemen, stationary.....	5	5	...	...	...	...	...	...	...	...	5	...	...	...	...	...
Freight handlers.....	5	5	...	...	...	...	...	...	...	...	5	...	...	...	...	...
Gripmen, street railway.....	5	5	...	...	...	...	...	...	...	...	5	...	...	...	...	...
Harnessmakers.....	4	9	4	9	...	...	...	...	...	...	4	9	1½	1½	100	50
Horseshoers.....	3	2	3	2	...	...	3	2	...	...	...	...	1½	1½	...	33½
Laborers.....	22	...	22	...	...	...	3	...	1	...	18	...	1½	1½	...	23
Machinists.....	23	51	23	51	...	...	22	30	...	1	1	20	1½	1½	91	78
Motorneers, street railway.....	2	2	...	...	...	...	...	...	2	...	...	...	...	...	...	...
Molders.....	18	23	7	3	11	20	18	23	...	...	...	...	...	...	...	...
Packing-house employes.....	11	11	...	...	...	...	11	...	...	...	3	...	...	...	...	...
Packers, salt factory.....	3	...	...	...	3	...	...	...	...	2	...	3	...	...	...	...
Packers, starch factory.....	2	2	...	...	...	...	...	...	...	2	...	...	...	...	...	...
Pavers, street work.....	8	8	...	...	...	...	...	...	...	8	...	...	...	...	...	...
Painters.....	13	33	13	33	...	...	8	18	...	5	15	1½	1½	15	27	...
Planing-mill employes.....	19	19	...	...	...	...	1	...	...	...	18	...	...	...	...	...
Plasterers.....	12	7	12	7	...	...	8	3	4	1	3	1½	1½	...	33½	...
Plumbers.....	10	4	10	4	...	...	10	3	...	...	1	1½	1½	90	100	...
Printers.....	76	14	27	14	49	...	76	8	...	6	...	1½	1½	33	...	...
Rakers, salt factory.....	6	6	...	...	...	...	...	...	...	...	6	...	...	...	...	...
Shirtmakers, women.....	4	...	...	...	4	...	4	...	...	...	...	...	...	...	...	...
Shoemakers.....	9	9	...	...	...	...	9	...	...	...	...	1½	...	...	22	...
Smelter employes.....	10	10	...	...	...	...	...	8	...	2	...	...	...	...	...	...
Stonecutters.....	17	11	17	11	...	...	1	17	9	...	1	1½	...	6	...	...
Stonemasons.....	19	23	19	23	...	...	17	21	1	...	1	2	1½	1½	55	19
Switchman.....	1	1	...	...	...	...	...	...	...	1	...	...	...	...	...	...
Tailors.....	11	2	1	...	10	2	10	2	...	...	1	...	...	...	...	...
Tinners.....	1	12	1	12	...	...	...	8	...	...	1	4	...	...	...	...
Totals.....	421	504	282	448	139	56	349	263	42	60	30	181	...	...	...	...
Percentages.....	...	...	67	89	33	11	83	52	10	12	7	36	...	...	72½	46½

Of the 925 men under consideration in Table No. 7, 691, or 74½ per cent., are married. Classified, 72½ per cent. of the union men and 76½ per cent. of the non-union men have families. Of the 305 married union men, 282, or 92 per cent., have children. Ninety-four and one-half per cent. of the 386 married non-union men have children. The total number of children in the 647 families is 2,030, or an average of 3.1 to each family. The average num-

ber of children per family is the same (3.1) for union and non-union. The union men send 44.3 per cent. of their children to school, and the non-union, 42 per cent. Seven and two-fifths per cent. of the children of union parents and $7\frac{1}{2}$ per cent. of the children of non-union parents, under 15 years of age, are at work.

TABLE NO. 7.

SUMMARY, showing number married, number of children, children at school and at work, by trades.

NOTE.—For details, see Table II.

Trades.	Number reporting.		Married.				Children.											
							Number having.		Total number.		No. at school.				No. at work under 15.			
			Union.		Non-union.						Union.		Non-union.		Union.		Non-union.	
	Union.	Non-union.	Number.	Per cent.	Number.	Per cent.	Union.	Non-union.	Union.	Non-union.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Barbers.....	12	9	8	67	7	78	8	7	15	22	3	20	7	32	...	...	1	5
Blacksmiths.....	9	34	9	100	25	74	9	23	28	68	12	43	31	49	1	4	1	2
Blacksmith's helper.....	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Boilermakers.....	7	5	5	71	2	40	5	2	20	6	11	55	2	33	1	5	1	17
Brakeman.....	1	...	1	100	...	...	1	...	2	...	...	...	...	...	...	...	...	...
Bricklayers.....	20	6	14	70	5	83	14	5	51	14	28	55	6	29	3	6	1	5
Butchers.....	20	25	15	75	19	76	14	18	44	57	21	44	27	47	2	5	6	10
Cabinetmakers.....	...	7	...	...	7	100	...	7	...	17	...	...	6	35	...	...	3	18
Car builders.....	1	2	1	100	2	100	1	2	1	11	1	100	4	36	...	...	1	9
Car cleaners.....	2	5	1	50	4	80	1	4	2	16	2	100	5	31	...	...	2	12
Car repairers.....	1	5	1	100	4	80	1	3	2	12	1	50	6	50	...	...	1	8
Carpenters.....	83	61	63	76	46	75	58	45	179	138	74	41	70	51	14	8	11	8
Cigarmakers.....	23	9	9	39	7	78	9	7	25	20	8	32	10	50	2	8	4	20
Coopers.....	34	8	24	71	6	75	24	6	80	15	30	36	6	40	11	14	1	7
Conductors, street rly.....	...	12	...	...	10	83	...	7	...	13	...	...	1	8	...	...	...	...
Drivers, street rly.....	...	5	...	...	2	40	...	2	...	6	...	...	1	17	...	...	2	33
Engineers, stationary.....	...	8	...	...	7	87	...	7	...	22	...	...	12	52	...	...	...	...
Firemen, stationary.....	...	5	...	...	3	60	...	3	...	7	...	...	1	14	...	...	...	...
Freight handlers.....	...	5	...	...	5	100	...	5	...	17	...	...	2	12	...	...	2	12
Gripmen, street rly.....	...	5	...	...	3	60	...	3	...	10	...	...	5	50	...	...	...	...
Harnessmakers.....	4	9	3	75	4	44	3	4	9	6	3	33	1	17	...	...	...	...
Horseshoers.....	3	2	3	100	2	100	3	2	14	7	7	87	3	43	2	25	1	12
Laborers.....	...	22	...	...	19	86	...	16	...	54	...	...	22	41	...	...	3	6
Machinists.....	23	51	19	83	39	76	17	38	59	122	33	54	59	48	7	12	9	7
Motomeers, street rly.....	...	2	...	...	2	100	...	2	...	5	...	...	2	40	...	...	...	...
Molders.....	18	23	12	66	17	74	11	16	47	58	27	62	24	41	4	8	6	10
Pack'g-h'se employes.....	...	11	...	...	10	91	...	10	...	29	...	...	11	38	...	...	2	6
Packers, salt factory.....	...	3	...	...	2	66	...	2	...	7	...	...	3	43	...	...	...	...
Pack'rs, starch fact'ry.....	...	2	...	...	2	100	...	2	...	5	...	...	1	20	...	...	...	...
Pavers, street work.....	...	8	...	...	6	75	...	6	...	27	...	...	12	44	...	...	3	11
Painters.....	13	33	13	100	28	85	11	25	30	71	13	43	24	33	...	...	2	3
Planing-mill employes.....	...	19	...	...	16	84	...	14	...	34	...	...	12	35	...	...	...	...
Plasterers.....	12	7	7	58	6	86	6	6	23	19	12	52	8	37	2	9	2	10
Plumbers.....	10	4	4	40	4	100	3	4	12	8	6	50	1	12	2	17	...	...
Printers.....	76	14	54	71	5	36	45	5	108	16	41	38	7	44	5	5	2	12
Rakers, salt factory.....	...	6	...	...	4	66	...	4	...	13	...	...	5	39	...	...	1	8
Shirtmakers, women.....	...	4	...	...	1	25	...	1	...	1	...	...	1	100	...	...	...	...
Shoemakers.....	...	9	...	...	7	78	...	7	...	22	...	...	13	64	...	...	1	5
Smelter employes.....	...	10	...	...	9	90	...	9	...	36	...	...	16	44	...	...	5	14
Stoncutters.....	17	11	15	88	10	91	15	10	49	37	16	33	10	27	2	4	4	11
Stonemasons.....	19	23	15	79	17	74	14	15	50	58	27	54	28	48	6	12	5	9
Switchman.....	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Tailors.....	11	2	8	72	1	50	8	1	30	6	12	40	2	33	1	3	1	17
Tinners.....	1	12	1	100	11	92	1	10	2	36	...	...	15	42	...	...	2	6
Totals.....	421	504	305	...	386	...	282	365	*882	*1148	388	...	482	...	65	...	86	...
Percentages.....	...	...	...	72½	...	76½	92	94½	...	...	44½	...	42	...	7½	...	7½	...

*Total number of children, 2,030; average number of children to family, 3.1.

An analyzation of Table No. 8 shows that 156, or 37 per cent., of the 421 members of the union own their homes, and that 179, or 36 per cent., of the 504 non-union men are alike circumstanced. Of those owning homes, 70, or

45 per cent., of the union wage-earners, and 82, or 46 per cent., of the non-union have their homes paid for—a trifle less than half in each case. The average number of rooms in homes paid for is 5. The average amount paid monthly on incumbered real estate is \$12.23 by the union workman and \$11.82 by the non-union, these latter figures being obtained by computing the entire amounts in each case, and dividing by the number reporting. Of the 86 union men whose homes are mortgaged, 49, or 57 per cent., are paying the mortgage by monthly payments. Forty-one, or 42 per cent., of the 97 non-union men who have homes mortgaged are paying for the same in monthly installments.

TABLE NO. 8.

SUMMARY, showing number owning homes, number of rooms to family, number of homes paid for, number paying monthly, and average amount paid monthly, by trades.

NOTE.—For details, see Table III.

Trades.	No. report- ing.		Own homes.						Homes paid for.				Paying monthly.				Average amount paid monthly.	
			Union.		Non-union.		Total number rooms.		Union.		Non-union.		Union.		Non-union.			
	Union.....	Non-union..	Number.....	Per cent.	Number.....	Per cent.	Union.....	Non-union..	Number.....	Per ct. own- ing homes.	Number.....	Per ct. own- ing homes.	Number.....	Per ct. own- ing homes.	Number.....	Per ct. own- ing homes.	Union.....	Non-union..
Barbers.....	12	9	2	17	1	11	8	4		1	100	2	100				\$11 25	
Blacksmiths.....	9	34	6	67	16	47	30	78	4	67	5	31	2	33	6	37	10 00	\$10 50
Bl'ksmith's helper,		1																
Boilermakers.....	7	5	6	86	1	20	31	5	6	100				1	100			15 00
Brakeman.....	1																	
Bricklayers.....	20	6	8	40	2	33	47	7	5	62	1	50	1	12				10 00
Butchers.....	20	25	9	45	12	48	39	63	2	22	9	75	4	45	2	17	13 00	11 50
Cabinetmakers.....	7				2	29		7			1	50						
Car builders.....	1	2	1	100	2	100	6	10			1	50			1	100		10 00
Car cleaners.....	2	5	1	50	1	20	2						1	100			10 00	
Car repairers.....	1	5			2	40		8			2	100						
Carpenters.....	83	61	31	37	29	48	164	146	10	32	12	41	10	32	4	14	13 04	10 00
Cigarmakers.....	23	9	6	26	4	44	32	16	4	67	2	50	1	17	2	50	10 00	11 00
Coopers.....	34	8	15	44	3	37	61	13	6	40	1	67	8	53		12 25		
Conductors, st. rly.		12			3	25		17			2	67			1	33		15 00
Drivers, street rly.		5			1	20		4										
Engineers, stat'y.		8			5	62		16			3	60			1	20		12 00
Firemen, stat'y.		5			1	20		5										
Freight handlers.....		5			1	20		4										
Gripmen, street rly		5			2	40		7							2	100		13 00
Harnessmakers.....	4	9	2	50			8		1	50			1	50		15 00		
Horseshoers.....	3	2	1	33	2	67	5	8			1	50	1	100		15 00		
Laborers.....	22				5	23		15			3	40			1	20		12 00
Machinists.....	23	51	12	52	18	35	51	94	5	42	12	67	3	25	3	17	11 33	13 33
Motorneers, st. rly.		2																
Molders.....	18	23	10	56	8	35	58	48	5	50	6	75	4	40		13 50		
Pack'g-house emp.		11			3	27		11							1	33		10 00
Packers, salt fac'y.		3																
Packers, st'ch fac'y.		2			1	50		4			1	100			1	33		
Pavers, street work		8			3	37		7			2	67						10 00
Painters.....	13	33	7	54	8	24	26	38	6	71	1	12	1	14	6	75	10 00	12 42
Planing-mill emp.		19			6	32		25			1	16			1	16		18 00
Plasterers.....	12	7	3	25			10		1	33								
Plumbers.....	10	4	3	30	2	50	13	9	1	33	1	50	2	67	1	50	9 00	10 00
Printers.....	76	14	14	18	1	7	67	4	5	36	1	100	3	21		15 75		
Rakers, salt fac'y.		6			2	33		9							1	50		12 50
Shirtmakers.....		4																
Shoemakers.....		9			3	33		16			1	33						
Smelter employes.		10			7	70		34			3	43			3	43		11 33
Stonecutters.....	17	11	4	24	3	27	20	12	2	50					1	33		12 50
Stonemasons.....	19	23	10	5	12	52	54	51	5	50	7	58	3	30	1	20	11 67	15 00
Switchman.....	1																	
Tailors.....	11	2	4	36			21		2	50			1	25		12 00		
Tinners.....	1	12	1	100	7	58	4	34			2	28	1	100	1	14	10 00	10 00
Totals.....	421	504	156		179			70		82		49		41				
Percentages.....				37		36			45		46		*57		*12			
Averages.....						5	5									\$12 23	\$11 82	

* Percentage of those who have homes mortgaged.

Table No. 9 is devoted entirely to the subject of mortgages. Fifty-five per cent. of the union, and 54 per cent. of the non-union men who own homes, have the same mortgaged. These mortgages, with but one exception, are a part of the first cost of the property. One man, a non-union cooper, reports a mortgage of \$150 as "mortgaged to obtain money to live on." In the comparison between union and non-union men, one per cent. more of the union have mortgages than do the non-union; but the total amount of mortgage indebtedness, and the average to each carrying is smaller for the union man, the gross amount for 86 union men being \$37,490, or an average of \$435.92 each, while 97 non-union men have an aggregate mortgage indebtedness of \$46,078, or an average to each of \$474.22. The rate of annual interest on these mortgages ranges from 6 to 10 per cent., the average being a fraction more than 8.

TABLE NO. 9.

SUMMARY, showing number of homes mortgaged, and amount of mortgages, by trades.

NOTE.—For details, see Table III.

Trades.	No. owning homes.		Mortgages.									
			Union.		Non-union.		Union.		Non-union.		Av. amount mortgages.	
	Union.....	Non-union.	No. report- ing.....	Per cent...	No. report- ing.....	Per cent...	Amount...	Av. annual interest..	Amount...	Av. annual interest..	Union.....	Non-union.
Barbers.....	2	1	2	100	...	...	\$850	8	...	...	\$425	.....
Blacksmiths.....	6	16	2	33	11	69	775	8	\$4,225	8	385	.....
Boilermakers.....	6	1	...	...	1	100	...	...	400	8	...	\$400
Bricklayers.....	8	2	3	25	1	50	950	8½	400	...	317	400
Butchers.....	9	12	7	78	3	25	3,500	8½	1,400	8	500	467
Cabinetmakers.....	...	2	...	...	1	50	...	...	300	10	...	300
Car builders.....	1	2	1	100	1	50	...	...	...	...	...	...
Car cleaners.....	1	1	1	100	1	100	...	...	350	8	...	350
Car repairers.....	...	2	...	...	...	...	...	...	...	...	...	...
Carpenters.....	31	29	21	68	17	59	10,855	8	9,400	8	517	553
Cigarmakers.....	6	4	2	33	2	50	1,100	8	900	...	550	450
Coopers.....	15	3	9	60	2	67	3,250	8	850	9½	361	425
Conductors, street railway.....	...	3	...	...	1	33	...	...	700	8	...	700
Drivers, street railway.....	...	1	...	...	1	100	...	...	250	9	...	250
Engineers, stationary.....	...	5	...	...	2	40	...	...	750	8	...	375
Firemen, stationary.....	...	1	...	...	1	100	...	...	500	8	...	500
Freight handlers.....	...	1	...	...	1	100	...	...	500	8	...	500
Gripmen, street railway.....	...	2	...	...	2	100	...	...	1,050	8	...	525
Harnessmakers.....	2	...	1	50	...	...	500	8	...	...	500	.....
Horseshoers.....	1	2	1	100	1	50	400	8	300	8	400	300
Laborers.....	...	5	...	...	2	40	...	...	650	9½	...	325
Machinists.....	12	18	7	58	6	33	2,900	8	2,600	8	414	433
Molders.....	10	8	5	50	2	25	2,600	8	550	8½	520	275
Packing-house employes.....	...	3	...	...	3	100	...	...	1,500	8	...	500
Packers, starch factory.....	...	1	...	...	...	...	...	...	...	...	...	...
Pavers, street work.....	...	3	...	...	1	33	...	...	900	9	...	900
Painters.....	7	8	1	14	7	87	250	9	3,750	8	250	536
Planing-mill employes.....	...	6	...	...	5	83	...	...	3,550	8	...	710
Plasterers.....	3	...	2	67	...	...	450	8	...	...	225	...
Plumbers.....	3	2	2	67	1	50	600	8	750	8	300	750
Printers.....	14	1	9	64	...	...	3,960	8	...	...	440	...
Rakers, salt factory.....	...	2	...	...	2	100	...	...	1,300	9½	...	650
Shoemakers.....	...	3	...	...	2	67	...	...	650	10	...	325
Smelter employes.....	...	7	...	...	4	57	...	...	1,400	8	...	350
Stonecutters.....	4	3	2	50	3	100	600	8	2,110	8	300	703
Stonemasons.....	10	12	5	50	5	33	2,150	7½	1,600	8	430	400
Tailors.....	4	...	2	50	...	...	1,300	8	...	...	650	...
Tinners.....	1	7	1	100	5	71	500	8	2,460	8½	500	492
Totals.....	156	179	86	...	97	...	\$37,490	...	\$46,078	...	...	...
Percentages.....	...	...	...	55	...	54	...	...	...	...	...	...
Averages.....	...	...	...	...	...	...	...	8+	...	8+	\$436	\$475

From Table No. 10 it appears that 163 of the union workmen and 219 of the non-union workmen are renters—39 per cent. of the former and 44 per cent. of the latter. The average number of rooms rented in all cases is a trifle over 3, and the average amount of rent paid monthly is \$8.19 by the union workmen, and \$6.66 by the non-union. Of those who rent, 27 are single men, who lease but 1 room; 13 of the 27 are union, and 14 are non-union. One single man, a boiler-maker, lives in a home of his own, while one married man neither rents nor owns a home, but boards.

Thirty-three and seven-tenths per cent. of the union workmen report savings, the aggregate amounting to \$125,255, or an average of \$882 apiece; and 27.9 per cent. of the non-union report \$144,595, being an average to each individual reporting of \$957. The average individual savings of the union man are \$446 in excess of the average mortgage indebtedness, and the non-union have \$482 in excess.

Two trades only report the rate of board per week, as follows:

<i>Trades.</i>	<i>Average amount paid for board.</i>	
	Union.	Non-union.
Carpenters.....	\$4 10	\$3 98
Printers	4 74	3 50
General average.....	\$4 42	\$3 74

TABLE NO. 10.

SUMMARY, showing number renting homes, number of rooms to family, average amount paid for rent per month, and number reporting savings and amounts thereof, by trades.

NOTE.—For details, see Table III.

Trades.	No. re- porting.		Rent homes.						Av. amount paid for rent per month.		Savings.			
			Union.		Non- union.		Total number rooms.				Number reporting.		Amount.	
	Union.....	Non-union.	Number...	Per cent....	Number...	Per cent....	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
Barbers.....	12	9	7	58	6	67	17	17	\$7 36	\$7 17	2	2	\$1,100	\$600
Blacksmiths.....	9	34	3	33	12	91	9	37	9 00	7 29	4	8	3,800	9,250
Blacksmith's helper.....	1	5	1	100	1	20	2	3	6 00	8 00	2	1	2,500	.....
Boilermakers.....	7	1	1	100	1	20	2	3	6 00	8 00	2	1	2,500	.....
Brakeman.....	1	5	1	100	1	20	2	3	6 00	8 00	2	1	2,500	.....
Bricklayers.....	20	6	9	22	3	33	23	10	7 89	10 50	8	1	8,850	300
Butchers.....	20	25	6	30	7	28	19	27	7 83	4 36	5	8	2,700	10,900
Cabinetmakers.....	1	7	1	100	5	71	18	18	9 60	.....	3	1	2,050	.....
Car builders.....	1	2	1	100	2	40	4	6	10 00	10 00	1	1	.....	500
Car cleaners.....	2	5	1	100	3	60	8	8	7 66	.....	2	1	.....	1,100
Car repairers.....	1	5	1	100	2	40	4	6	10 00	10 00	1	1	.....	250
Carpenters.....	83	61	32	39	17	28	111	73	9 03	8 97	32	24	29,260	21,500
Cigarmakers.....	23	9	6	26	4	44	11	17	6 58	8 62	6	5	7,285	2,000
Coopers.....	34	8	10	29	3	38	29	10	6 45	3 25	8	2	4,300	700
Conductors, st. rly.....	12	12	12	100	8	67	28	28	9 37	.....	6	2	.....	7,200
Drivers, street rly.....	5	5	5	100	1	20	3	3	2 50	.....	1	1	.....	700

TABLE NO. 10—CONCLUDED.

Trades.	No. re- porting.		Rent homes.				Rooms.		Av. amount paid for rent per month.		Savings.			
			Union.		Non-union.						Number reporting.		Amount.	
	Union.....	Non-union.	Number...	Per cent...	Number...	Per cent...	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.		
Engineers, stationary.....	8	.....	.....	.....	3	38	.....	10	.....	4 33	.....	4	.....	4,450
Firemen, stationary.....	5	.....	.....	.....	2	40	.....	11	.....	10 00	.....	.....	.....	.....
Freight handlers.....	5	.....	.....	.....	4	80	.....	14	.....	7 75	.....	3	.....	1,250
Gripmen, street rly.....	5	.....	.....	.....	1	20	.....	4	.....	12 00	.....	1	.....	100
Harnessmakers.....	4	9	2	50	5	56	4	13	6 00	7 50	2	1	650	200
Horseshoers.....	3	2	2	67	.....	.....	7	.....	11 25	.....	.....	.....	.....	.....
Laborers.....	22	51	8	35	24	47	26	77	8 69	7 37	9	18	6,300	19,125
Machinists.....	2	.....	.....	.....	2	100	.....	5	.....	3 50	.....	.....	.....	.....
Motorneers, st. rly.....	18	23	4	22	12	52	7	37	6 25	8 04	6	8	8,900	10,300
Molders.....	11	.....	.....	.....	7	64	.....	27	.....	4 86	.....	4	.....	1,700
Packing-house emp.....	3	.....	.....	.....	2	67	.....	7	.....	6 00	.....	.....	.....	.....
Packers, salt factory.....	2	.....	.....	.....	1	50	.....	7	.....	6 00	.....	1	.....	1,500
Packers, starch fct'ry.....	8	.....	.....	.....	3	37	.....	12	.....	6 66	.....	3	.....	1,800
Pavers, street work.....	13	33	6	46	20	61	28	73	11 83	6 92	6	.....	5,300	.....
Painters.....	19	.....	.....	.....	10	53	.....	40	.....	4 65	10	.....	9,120	.....
Planing-mill emp.....	12	7	4	33	6	86	11	24	8 25	9 50	4	1	5,700	400
Plasterers.....	10	4	2	20	2	50	4	6	8 00	7 25	4	1	2,000	300
Plumbers.....	76	14	40	53	4	29	136	18	11 06	7 00	21	1	18,300	50
Printers.....	6	.....	.....	.....	2	33	.....	7	.....	2 87	.....	2	.....	1,100
Rakers, salt factory.....	4	.....	.....	.....	1	25	.....	1	.....	2 00	.....	.....	.....	.....
Shirtmakers, women.....	9	.....	.....	.....	5	56	.....	15	.....	6 15	.....	3	.....	1,800
Shoemakers.....	10	.....	.....	.....	1	10	.....	4	.....	7 00	.....	4	.....	4,500
Smelter employes.....	17	11	11	65	7	64	45	27	9 09	8 57	9	5	4,400	1,800
Stonecutters.....	19	23	5	26	5	22	20	21	9 25	8 67	10	11	10,210	23,250
Stonemasons.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Switchman.....	11	2	4	36	1	50	16	3	4 00	4 00	4	.....	3,700	.....
Tailors.....	1	12	.....	.....	4	33	.....	16	.....	8 00	.....	4	.....	3,600
Tinners.....														
Totals.....	421	504	163	.....	220	.....	.....	.....	\$8 19	\$6 66	142	151	\$125,255	\$144,595
Percentages.....	.....	.....	.....	39	.....	44	.....	.....	.....	.....	33.7	27.9	.....	.....
Averages.....	.....	.....	.....	.....	.....	.....	3+	3+	.....	.....	.....	.....	\$882	\$957

The preceding summary tables are based upon General Tables I, II, and III, which are presented on the pages following.

TABLE I.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs..	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
														Daily.		Weekly.	
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
BARBERS.																	
1	1	...	...	...	4	1	...	...	2	\$1,000	...	12	16	13	12	80	80
2	2	...	...	20	1	1	...	2	1	\$1,000	...	15	9	13	13	82	68
3	3	1	...	...	2	1	...	1	1	500	...	12	4	13	12	84	65
4	4	...	...	...	2	1	...	1	...	1,000	...	10	12	12	9	80	60
5	5	...	...	...	2	1	...	1	...	1,000	...	14	3	12	12	72	63
6	6	...	...	...	1	1	...	2	1	2,000	500	10	11	14	12	85	63
7	7	...	...	...	1	1	...	4	2	4,000	1,000	10	20	13	11	68	60
8	8	...	...	...	1/4	...	...	1	...	...	...	8	8	13	13	82	68
9	9	1	...	10	1	...	...	...	...	...	...	8	6	12	14	80	84
10	...	...	...	...	2	...	...	1	...	...	...	7	...	13	...	82	...
11	...	...	...	...	4	...	...	1	...	...	...	11	...	13	...	75	...
12	...	...	...	...	2	...	...	...	...	...	...	8	...	12	...	84	...

BLACKSMITHS.

1	1	...	...	...	4	1	1	1	1	\$1,000	...	8	12	9	9 1/2	50	57
2	2	...	...	...	1	...	1	1	1	...	\$2,000	7	16	10	8	60	45
3	3	...	...	...	3	...	...	1	1	2,000	2,000	12	13	9	10	50	60
4	4	...	1	20	4	...	...	1	1	2,000	2,000	16	12	9	10	54	60
5	5	1	1	20	10	20	...	2	1	2,000	...	30	5	10	10	60	60
6	6	1	...	16	...	3	...	1	1	2,000	2,000	17	10	10	10	60	60
7	7	...	1	...	18	4	1	1	2	2,000	...	9	13	10	10	60	60
8	8	...	...	...	4	1	...	1	...	500	...	8	14	10	10	60	60
9	9	1	...	20	10	...	...	...	1	2,000	...	15	8	10	10	60	60
...	10	...	...	...	...	...	...	3	...	3,000	...	...	25	...	10	...	60
...	11	...	1	...	14	...	...	...	...	...	...	...	10	...	10	...	60
...	12	...	...	...	...	1	...	1	...	1,000	...	...	...	...	9	...	54
...	13	...	...	...	...	1	...	1	...	1,000	...	...	11	...	...	...	54
...	14	...	1	...	26	...	1	...	...	20	...	...	20	...	9 1/2	...	57
...	15	...	...	...	...	...	1	...	3	400	...	3	...	11	...	...	66
...	16	...	...	...	...	...	...	...	...	...	...	40	...	10	...	...	60
...	17	...	...	...	...	...	...	1	...	2,000	...	6	...	10	...	...	60
...	18	...	...	...	...	...	...	...	...	...	...	4	...	10	...	...	60
...	19	...	...	...	...	...	...	...	...	...	...	4	...	10	...	...	60
...	20	...	1	...	10	...	...	...	...	...	...	8	...	10	...	...	60
...	21	...	...	...	...	...	...	1	...	2,000	...	7	...	10	...	...	60
...	22	...	...	...	...	...	...	1	...	...	...	5	...	10	...	...	60
...	23	...	...	...	...	...	...	1	...	...	...	3	...	10	...	...	60
...	24	...	...	...	...	...	...	...	...	...	...	4	...	10	...	...	60
...	25	...	1	...	18	...	1	...	1	...	...	7	...	10	...	...	60
...	26	...	...	...	...	1	...	...	...	...	...	10	...	10	...	...	60
...	27	...	...	...	...	1	...	...	...	...	...	9	...	10	...	...	60
...	28	...	...	...	...	...	...	1	...	2,000	...	8	...	10	...	...	60
...	29	...	...	...	...	...	...	...	...	...	...	12	...	10	...	...	60
...	30	1	...	2,000	...	14	...	10	60
...	31	17	...	10	60
...	32	1	16	...	10	60
...	33	2	31	...	9	54
...	34	...	1	...	23	27	...	10	59

BLACKSMITH'S HELPER.

...	1	3	...	10	59
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BOILERMAKERS.

1	1	15	3	...	1	1	\$1,000	...	12	14	10	10	60	60
2	2	...	1	12	9	10	10	60	60
3	3	1	...	17	...	5	...	1	3	\$3,000	...	20	7	10	10	60	60
4	4	...	...	...	...	6	...	...	2	5,000	...	18	5	10	10	60	60
5	5	...	...	...	10	...	...	1	1	1,000	...	20	10	10	10	60	60
6	...	1	...	2 1/2	...	7	...	...	1	2,000	...	9	...	9 1/2	...	57	...
7	...	...	...	...	4	...	...	...	...	...	...	11	...	10	...	60	...

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs.	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
	Union.	Non-union.	Union.	Non-union.		Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Daily.	Weekly.		
Union.	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
BRAKEMAN.																	
1	.....	.....	.....	.....	.....	2	.....	.....	.....	\$1,000	.....	5	.....	10	.....	60	.....
BRICKLAYERS.																	
1	1	1	.....	15	.....	10	1	.....	.....	.....	.....	18	5	9	10	54	60
2	2	1	.....	.....	.....	4	1	.....	.....	.....	.....	8	13	9	10	54	60
3	3	.....	.....	.....	.....	10	1	.....	1	\$1,500	.....	20	24	9	10	54	60
4	4	1	.....	6	.....	9	1	.....	1	2,000	\$2,000	9	14	9	10	54	60
5	5	1	.....	18	.....	3	1	.....	2	3,000	1,000	22	14	10	10	60	60
6	6	.....	.....	.....	.....	10	1	.....	1	1,500	.....	20	20	10	10	60	60
7	.....	1	.....	30	.....	5	.....	.....	1	2,000	.....	23	.....	10	.....	59	.....
8	.....	1	.....	14	.....	12	.....	.....	.....	.....	.....	7	.....	10	.....	59	.....
9	.....	.....	.....	.....	.....	3	1	.....	1	2,000	.....	20	.....	9	.....	54	.....
10	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	10	.....	9	.....	54	.....
11	.....	.....	.....	.....	.....	2	.....	.....	.....	1,000	.....	10	.....	10	.....	60	.....
12	.....	.....	.....	.....	.....	4	.....	.....	1	2,000	.....	13	.....	10	.....	60	.....
13	.....	.....	.....	.....	.....	5	.....	.....	1	2,000	.....	19	.....	10	.....	60	.....
14	.....	.....	.....	.....	.....	6	.....	.....	1	1,000	.....	10	.....	10	.....	59	.....
15	.....	.....	.....	.....	.....	1	.....	.....	1	.....	.....	4	.....	9	.....	54	.....
16	.....	.....	.....	.....	.....	3	.....	.....	1	2,000	.....	5	.....	9	.....	54	.....
17	.....	.....	.....	.....	.....	1	.....	.....	1	.....	.....	3	.....	9	.....	54	.....
18	.....	1	.....	20	.....	12	.....	.....	.....	.....	.....	22	.....	9	.....	54	.....
19	.....	.....	.....	.....	.....	2	.....	.....	1	2,000	.....	5	.....	10	.....	60	.....
20	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	11	.....	10	.....	59	.....
BUTCHERS.																	
1	1	.....	.....	.....	.....	2	.....	.....	1	\$1,500	.....	14	10	10	10	60	60
2	2	.....	.....	8	.....	1	1	1	1	.....	\$1,000	8	8	10	10	60	59
3	3	.....	1	.....	.....	1	.....	.....	1	1,000	.....	12	8	10	10	60	59
4	4	1	.....	10	.....	1	.....	.....	2	2,000	2,000	10	12	10	10	60	60
5	5	1	.....	14	.....	1	.....	.....	.....	.....	1,500	6	16	10	11	60	70
6	6	.....	1	.....	.....	1	.....	.....	.....	.....	2,500	4	12	10	10	60	60
7	7	.....	.....	.....	.....	1	.....	.....	1	1,000	.....	10	19	10	10	60	60
8	8	1	.....	6	.....	2	1	.....	1	.....	.....	8	5	10	10	60	60
9	9	1	.....	11	.....	1	.....	.....	1	500	1,200	9	9	10	10	60	60
10	10	1	.....	5	.....	2	.....	.....	1	500	.....	7	5	10	10	60	60
11	11	.....	1	.....	.....	1	.....	.....	2	1,000	2,000	11	6	10	10	60	60
12	12	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	6	8	10	19	60	60
13	13	.....	.....	.....	.....	2	1	.....	1	.....	.....	9	3	10	10	60	60
14	14	1	.....	16	.....	1	1	.....	1	.....	.....	8	6	10	10	60	59
15	15	.....	1	.....	.....	7	.....	.....	2	.....	.....	8	7	10	10	60	59
16	16	.....	1	.....	.....	5	.....	.....	1	1,000	.....	8	3	10	10	60	59
17	17	.....	.....	.....	.....	1	.....	.....	2	.....	.....	12	2	10	10	60	60
18	18	.....	.....	.....	.....	1	.....	.....	1	.....	.....	4	6	10	10	60	59
19	19	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	5	2	10	10	60	60
20	20	.....	.....	.....	.....	5	.....	.....	2	2,000	.....	13	2	10	10	60	60
.....	21	.....	1	.....	.....	.....	.....	.....	2	.....	1,600	.....	15	.....	10	.....	60
.....	22	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10	.....	10	.....	60
.....	23	.....	.....	.....	.....	.....	.....	.....	1	1,000	1,000	.....	16	.....	10	.....	60
.....	24	.....	.....	.....	.....	.....	.....	.....	1	.....	2,000	.....	25	.....	10	.....	60
.....	25	.....	1	.....	.....	.....	1	.....	1	.....	2,000	.....	10	.....	10	.....	60
CABINETMAKERS.																	
.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	20	.....	10	.....	59
.....	2	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	20	.....	10	.....	57
.....	3	.....	.....	.....	.....	.....	.....	.....	1	.....	\$2,000	.....	31	.....	9	.....	57
.....	4	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	16	.....	10	.....	59
.....	5	.....	1	.....	.....	.....	.....	.....	1	.....	1,000	.....	22	.....	10	.....	59
.....	6	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	20	.....	10	.....	59
.....	7	.....	1	.....	.....	.....	1	.....	2	.....	2,000	.....	15	.....	10	.....	59

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number		Foreign-born.		Years in U. S.		Member of union, yrs..	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
															Daily.		Weekly.	
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	
CAR BUILDERS.																		
1	1	....	1	....	18	4	.....	1	1	1	\$2,500	\$2,000	22	18	9	9	50
....	2	....	....	....	....	....	....	1	....	1	.....	2,000	....	25	....	9	50
CAR CLEANERS.																		
1	1	1	....	9	2	....	....	....	1	....	....	....	5	9½	10	57	60
2	2	....	1	....	16	1	....	....	1	....	\$1,000	1	3	9½	10	57	60
....	3	....	....	....	....	....	....	....	1	....	1,000	....	4	....	10	....	60
....	4	....	....	....	....	....	....	....	1	....	2,000	....	1	....	10	....	60
....	5	....	....	....	....	....	....	....	....	....	....	....	....	....	9½	....	57
CAR REPAIRERS.																		
1	1	....	....	....	½	....	....	1	1	1	\$1,000	\$1,000	3	12	10	9	59
....	2	....	....	....	....	....	....	1	....	1	....	....	....	10	....	12	....
....	3	....	....	....	....	....	....	....	....	1	....	....	....	2½	....	9½	....
....	4	....	....	....	....	....	....	1	....	....	....	....	....	7	....	9½	....
....	5	....	....	....	....	....	....	1	....	....	....	....	....	5	....	9	....
CARPENTERS, MARRIED AND OWNING HOMES.																		
1	1	....	....	....	2	....	1	....	1	\$310	\$1,500	8	30	9	10	54	60
2	2	1	....	16	2	2	....	....	1	....	....	8	25	10	10	60	60
3	3	....	....	....	1	....	....	1	1	2,000	....	18	7	10	10	60	60
4	4	....	....	....	1	1	1	2	1	2,000	....	17	15	9	10	50	60
5	5	....	....	....	6	....	....	1	3	2,000	1,000	20	13	10	9	60	50
6	6	....	....	....	2	....	....	2	1	2,000	1,500	22	17	10	10	59	60
7	7	....	....	....	4	....	....	....	....	300	....	6	12	10	10	59	59
8	8	....	....	....	8	....	1	2	....	2,500	....	12	31	9	10	54	60
9	9	....	....	....	6	....	....	2	....	2,250	....	30	24	9	10	54	60
10	10	....	1	55	2	....	1	2	1	2,000	....	22	40	9	9½	54	57
11	11	5	1	2,000	20	25	9	10	54	60
12	12	....	....	....	3	1	....	....	....	....	....	37	22	10	10	59	60
13	13	1	....	15	5	1	....	1	1	1,000	1,000	10	9	10	10	59	59
14	14	....	....	....	5	....	....	2	1	....	1,000	16	14	10	10	60	60
15	15	1	....	12	4	....	....	2	1	2,000	2,000	20	15	10	10	59	60
16	16	....	....	....	4	1	....	2	2	2,000	2,000	18	25	10	10	59	60
17	17	....	1	20	2	....	....	2	....	2,000	....	15	22	10	10	59	60
18	18	....	....	....	2	....	....	1	....	2,000	....	17	18	10	10	60	60
19	19	....	1	16	1	....	....	1	....	2,000	....	16	14	10	10	60	60
20	20	1	....	21	1	....	....	....	3	....	2,000	17	19	10	10	60	60
21	21	....	1	25	1	....	....	1	....	1,000	....	11	30	10	10	60	60
22	22	1	1	12	1	....	1	2	2	....	2,000	14	19	10	10	60	60
23	23	1	....	7	½	1	....	1	3	1,200	2,500	9	30	10	10	60	60
24	24	1	....	17	1	....	....	2	2	1,000	2,000	14	32	10	10	60	60
25	25	....	....	....	1	....	....	2	1	5,000	....	18	36	10	10	60	60
26	26	1	....	14	1	....	....	1	....	1,000	....	9	17	10	10	60	60
27	27	....	....	....	1	....	....	....	....	....	....	15	35	10	10	60	60
28	28	1	....	18	2	....	....	1	1	500	....	16	18	10	10	60	60
29	29	....	....	....	4	....	....	....	....	....	....	11	3	10	10	60	59
30	30	....	....	....	8	....	....	30	....	2,000	....	17	....	10	....	60	....
31	31	....	....	....	6	....	....	31	....	3,000	....	25	....	10	....	60	....

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs..	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
														Daily.		Weekly.	
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.

CARPENTERS—MARRIED AND RENTING HOMES.

1	1	...	...	...	6	...	...	...	...	\$300	...	9	7	10	10	59	60
2	2	...	...	...	3	...	...	1	1	...	...	10	14	10	10	54	59
3	3	...	...	...	10	...	...	...	...	...	...	12	18	9	10	54	59
4	4	...	...	...	2	...	...	2	...	2,000	...	12	23	10	10	60	60
5	5	...	...	...	4	1	...	...	...	...	...	7	40	10	9	60	54
6	6	...	...	...	3	...	1	...	1	300	...	21	22	10	10	59	60
7	7	...	...	...	1	...	...	...	...	300	...	13	20	10	9	59	54
8	8	...	...	...	5	...	...	...	1	300	\$1,000	10	30	10	10	59	60
9	9	...	...	...	3	1	...	1	...	...	...	30	25	9½	10	57	60
10	10	...	1	...	16	3	...	2	1	2,100	...	12	20	9	10	54	60
11	11	...	...	...	12	1	...	2	1	4,000	...	35	10	9	10	54	59
12	12	...	...	...	4	1	...	...	...	250	500	12	8	9	10	54	60
13	13	...	...	...	3	...	...	...	1	...	2,000	30	13	9	10	54	60
14	14	...	1	...	16	1	...	...	1	200	...	11	8	9	10	54	60
15	15	...	...	...	2	...	...	...	1	...	...	14	20	9	10	54	60
16	16	...	...	...	4	...	...	...	1	2,000	...	25	22	10	10	60	60
17	17	1	1	20	20	5	1	1	...	...	...	17	12	10	10	59	60
18	...	...	...	...	3	...	...	1	...	1,000	...	9	...	10	...	59	...
19	...	1	...	12	1	...	...	1	...	500	...	10	...	10	...	60	...
20	...	...	...	...	1	...	...	...	...	...	...	7	...	10	...	60	...
21	...	...	...	...	1	...	...	1	...	...	...	7	...	10	...	60	...
22	...	...	...	...	1	...	...	2	...	1,000	...	11	...	10	...	60	...
23	...	...	...	...	3	...	...	3	...	...	...	15	...	10	...	60	...
24	...	...	...	...	1	...	...	2	...	2,000	...	12	...	10	...	60	...
25	...	1	...	11	1	...	...	2	...	500	...	9	...	10	...	60	...
26	...	1	...	...	1	...	...	...	...	...	...	10	...	10	...	60	...
27	...	...	...	...	2	...	...	1	...	...	...	10	...	10	...	60	...
28	...	...	...	...	1	...	...	1	...	500	...	8	...	10	...	60	...
29	...	...	...	...	2	...	...	1	...	...	...	10	...	10	...	60	...
30	...	...	...	...	3	...	...	...	...	...	...	6	...	10	...	60	...
31	...	...	...	...	5	...	...	1	...	1,000	...	16	...	10	...	60	...
32	...	...	...	...	3	...	...	1	...	1,000	...	10	...	10	...	60	...

CARPENTERS—SINGLE MEN.

1	1	...	...	...	1	...	...	2	...	...	...	11	5	10	10	60	60
2	2	...	...	...	1	...	...	1	1	...	...	6	4	10	10	60	60
3	3	...	...	...	2	...	...	1	...	\$2,000	...	9	5	10	10	60	60
4	4	...	...	...	1	...	...	...	...	...	...	6	8	10	10	60	59
5	5	...	...	...	1	...	...	...	1	1,000	...	5	5	10	10	60	59
6	6	...	...	...	2	...	...	...	1	...	...	7	4	10	10	59	59
7	7	...	...	...	2	...	...	1	...	2,000	...	6	8	10	10	59	59
8	8	...	...	...	2	...	...	...	...	...	...	5	14	10	10	59	59
9	9	...	...	...	2	...	...	2	...	...	...	7	28	10	10	60	60
10	10	...	...	...	1	...	...	1	1	\$2,000	...	7	4	10	10	60	60
11	11	...	...	...	1	...	...	...	1	300	2,000	12	8	10	10	59	60
12	12	...	...	...	5	...	...	...	1	1,500	...	14	20	10	10	59	60
13	13	...	...	...	4	...	...	...	2	...	...	7	29	10	10	60	60
14	14	1	...	16	1	...	...	1	...	...	...	5	6	10	10	60	59
15	15	...	...	...	1	...	...	...	...	...	...	7	10	19	10	60	59
16	...	...	...	...	1	...	...	...	...	...	...	3	...	10	...	60	...
17	...	...	...	...	1	...	...	...	...	...	...	5	...	10	...	60	...
18	...	...	...	...	3	...	...	1	...	1,000	...	7	...	10	...	60	...
19	...	...	...	...	1	...	...	...	...	...	...	4	...	10	...	60	...
20	...	...	...	...	1	...	...	...	...	...	...	5	...	10	...	60	...

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs.	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
														Daily.		Weekly.	
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.

CIGARMAKERS.

1	1	1	...	25	12	...	...	2	1	...	\$1,000	30	8	8	8	48	48
2	2	1	...	14	9	...	...	...	...	...	...	12	10	8	8	48	48
3	3	1	1	12	10	...	...	1	1	\$1,000	2,000	16	15	8	9	48	54
4	4	1	...	14	16	...	...	2	...	2,000	...	20	7	10	8	60	48
5	5	1	1	10	9	12	...	1	1	2,000	2,000	14	17	8	10	48	60
6	6	1	1	18	11	14	...	2	1	2,000	2,000	20	19	8	10	48	60
7	7	...	...	...	14	...	...	2	...	2,000	...	16	17	8	8	48	48
8	8	...	...	...	5	...	...	1	...	1,000	...	12	16	8	9	48	54
9	9	1	...	5	8	...	1	1	1	500	...	7	10	8	8	48	48
10	...	...	...	...	2	...	1	...	...	...	...	5	...	8	...	48	...
11	...	...	...	...	1	...	...	...	...	...	...	3	...	8	...	48	...
12	...	...	...	...	1	...	...	...	...	...	...	5	...	8	...	48	...
13	...	1	...	20	8	...	...	...	...	200	...	15	...	8	...	48	...
14	...	1	...	18	...	...	...	...	...	300	...	10	...	8	...	48	...
15	...	...	...	...	5	...	...	...	...	200	...	8	...	8	...	48	...
16	...	...	...	...	6	...	...	1	...	2,000	...	9	...	8	...	48	...
17	...	...	...	...	5	...	...	...	...	300	...	8	...	8	...	48	...
18	...	1	...	20	...	...	...	2	...	...	...	17	...	8	...	48	...
19	...	...	...	...	7	...	...	1	...	...	...	11	...	8	...	48	...
20	...	...	...	...	9	...	...	1	...	...	...	12	...	8	...	48	...
21	...	1	...	23	14	...	...	...	...	...	...	20	...	8	...	48	...
22	...	...	...	...	6	...	...	...	...	...	...	10	...	8	...	48	...
23	...	...	...	...	3	...	...	1	...	...	...	6	...	8	...	48	...

COOPERS.

1	1	...	...	...	4	...	1	...	1	1	\$1,000	\$1,200	14	8	10	10	55	60
2	2	...	1	...	7	...	...	...	2	2	2,000	...	19	2	10	10	55	60
3	3	...	...	20	1 1/4	...	1	...	1	1	2,000	...	13	3	10	10	55	60
4	4	1	...	27	1 1/4	...	1	...	1	...	2,000	...	18	1 1/2	10	10	55	60
5	5	1	...	19	1 1/4	...	...	...	1	...	2,000	...	17	2	10	9	55	54
6	6	...	...	...	1 1/4	...	...	...	1	...	1,000	...	9	3	10	10	55	50
7	7	...	...	...	1 1/4	...	...	...	1	...	1,000	...	8	1	10	10	55	60
8	8	1	...	12	1 1/4	...	1	...	1	...	2,000	...	25	1	10	9	55	54
9	...	...	...	...	1 1/4	...	...	...	...	...	...	...	6	...	10	...	55	...
10	...	...	...	...	3	...	...	...	1	...	2,000	...	15	...	10	...	55	...
11	...	1	...	10	1 1/4	...	...	...	1	...	2,000	...	18	...	10	...	55	...
12	...	1	...	16	10	...	...	...	1	...	...	...	30	...	10	...	55	...
13	...	1	...	18	5	...	...	...	...	...	...	...	17	...	10	...	55	...
14	...	...	...	...	1 1/2	...	...	...	2	...	1,000	...	12	...	10	...	55	...
15	...	1	...	17	1 1/2	...	...	...	2	...	2,000	...	20	...	10	...	55	...
16	...	1	...	15	1 1/4	...	...	...	...	...	...	...	30	...	10	...	55	...
17	...	...	...	...	1 1/2	...	...	...	1	...	2,000	...	12	...	10	...	55	...
18	...	1	...	15	1 1/4	...	1	...	1	...	...	...	11	...	10	...	55	...
19	...	...	...	...	3	...	1	...	...	...	...	...	20	...	10	...	55	...
20	...	...	...	...	1 1/4	...	1	...	1	...	2,000	...	9	...	10	...	55	...
21	...	...	...	...	1 1/4	...	...	...	...	...	...	...	15	...	10	...	55	...
22	...	...	...	...	1 1/2	...	...	...	...	...	...	...	8	...	10	...	55	...
23	...	...	...	...	1 1/2	...	...	...	1	...	1,000	...	11	...	10	...	55	...
24	...	...	...	...	1 1/2	...	...	...	1	...	2,000	...	11	...	10	...	55	...
25	...	...	...	...	1	...	...	...	1	...	...	...	13	...	10	...	55	...
26	...	...	...	...	1 1/2	...	...	...	1	...	...	...	6	...	10	...	55	...
27	...	...	...	...	1 1/2	...	...	...	1	...	...	...	5	...	10	...	55	...
28	...	1	...	10	2	...	...	...	...	...	...	...	7	...	10	...	60	...
29	...	...	...	...	2	...	...	...	...	...	...	...	5	...	10	...	60	...
30	...	...	...	...	1 1/4	...	...	...	1	...	...	...	6	...	10	...	55	...
31	...	...	...	...	1 1/4	...	...	...	1	...	...	...	5	...	10	...	55	...
32	...	1	...	15	1 1/4	...	1	...	1	...	...	...	10	...	10	...	55	...
33	...	...	...	...	1 1/4	...	...	...	1	...	...	...	8	...	10	...	55	...
34	...	...	...	...	1 1/4	...	...	...	1	...	...	...	7	...	10	...	55	...

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs..	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
	Union	Non-union.	Union	Non-union.		Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Daily.	Weekly.	Union	Non-union.

CONDUCTORS, STREET RAILWAY.

1	...	...	...	...	...	...	...	...	...	1	...	\$2,000	...	3	...	9	...	54
2	...	...	...	...	...	...	...	...	...	1	...	1,000	...	4	...	12	...	84
3	...	1	...	7	...	...	...	...	...	1	...	2,000	...	3	...	12	...	72
4	...	...	...	...	...	...	...	...	...	2	...	3,000	...	1	...	12	...	84
5	...	...	...	...	...	...	...	...	...	1	...	1,000	...	2	...	12	...	84
6	...	...	...	...	...	...	...	...	...	1	...	...	...	3	...	12	...	84
7	...	...	...	...	...	...	...	...	...	2	...	2,000	...	3	...	12	...	80
8	...	...	...	...	...	...	...	...	...	1	...	...	...	3	...	12	...	72
9	...	...	...	...	...	...	...	...	...	1	...	2,000	...	3	...	9	...	54
10	...	...	...	...	...	...	...	...	...	1	...	1,000	...	3	...	*16	...	80
11	...	...	...	...	...	...	...	...	...	1	...	...	...	1	...	*16	...	80
12	...	1	...	3	...	...	...	...	...	...	...	...	...	2	...	12	...	84

DRIVERS, STREET RAILWAY.

1	...	...	...	...	...	...	...	...	...	2	...	\$1,500	...	5	...	11	...	77
2	...	1	...	10	...	...	...	...	...	...	...	...	...	1	...	15	...	105
3	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	15	...	105
4	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	15	...	105
5	...	...	...	...	...	...	...	...	...	...	...	...	...	2	...	12	...	84

ENGINEERS, STATIONARY.

1	...	...	...	...	...	...	...	...	...	...	...	...	...	10	...	9	...	54
2	...	...	...	...	...	...	...	...	...	1	...	...	...	6	...	10	...	60
3	...	...	...	...	...	...	...	...	...	1	...	\$2,000	...	12	...	10	...	70
4	...	...	...	...	...	...	...	...	...	1	...	...	...	3	...	11	...	66
5	...	1	...	...	...	...	...	...	...	1	...	1,000	...	10	...	10	...	64
6	...	...	...	...	...	...	...	...	...	1	...	2,000	...	21	...	12	...	84
7	...	...	...	...	...	...	...	...	...	1	...	2,000	...	9	...	12	...	84
8	...	...	...	...	...	...	...	...	...	...	...	...	...	4	...	12	...	84

FIREMEN, STATIONARY.

1	...	...	...	...	...	...	...	...	...	...	...	...	...	2	...	8	...	48
2	...	1	...	5	...	...	...	...	...	1	...	...	...	3	...	10	...	70
3	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	10	...	70
4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	10	...	70
5	...	...	...	...	...	...	...	...	...	...	...	...	...	6	...	12	...	84

FREIGHT HANDLERS.

1	...	...	...	...	...	...	...	...	...	...	...	...	...	3	...	10	...	60
2	...	...	...	...	...	...	...	...	...	...	...	...	...	5	...	10	...	60
3	...	...	...	...	...	...	...	...	...	1	...	...	...	2	...	10	...	60
4	...	...	...	...	...	...	...	...	...	2	...	\$2,000	...	7	...	10	...	60
5	...	1	...	23	...	...	...	...	...	...	...	...	...	4	...	10	...	60

GRIPMEN, STREET RAILWAY.

1	...	...	...	...	...	...	...	...	...	1	...	\$1,000	...	2	...	12	...	84
2	...	...	...	...	...	...	...	...	...	...	...	...	...	3	...	12	...	72
3	...	...	...	...	...	...	...	1	...	...	...	...	...	1	...	12	...	84
4	...	...	...	...	...	...	...	...	...	...	...	...	...	3	...	12	...	84
5	...	...	...	...	...	...	...	...	...	1	...	...	...	2	...	12	...	72

*Work four days, and have one off.

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs.	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.					
	Union	Non-union.	Union	Non-union.		Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Daily.	Weekly.	Union	Non-union.		
Union.....	Non-union.	Union.....	Non-union.	Union.....		Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
HARNESSMAKERS.																			
1	1	...	1	...	10	3	...	...	1	...	\$1,000	...	15	7	10	10.	60	60	60
2	2	...	...	...	2	2	...	...	1	...	2,000	...	16	12	10	10	60	60	60
3	3	...	...	...	2	1	...	...	1	...	\$2,000	...	10	13	10	10	60	60	59
4	4	1	...	13	3	...	...	...	1	...	1,000	...	10	10	10	10	60	60	60
5	5	...	...	...	...	...	...	...	...	...	...	...	6	...	10	...	60	...	60
6	6	...	...	...	...	...	...	...	...	...	...	...	8	...	10	...	60	...	60
7	7	...	...	...	...	...	...	...	1	...	...	...	4	...	10	...	60	...	60
8	8	...	...	...	...	...	...	...	...	...	...	...	5	...	10	...	60	...	60
9	9	...	...	...	...	...	...	...	...	...	...	...	12	...	10	...	59	...	59
HORSESHOERS.																			
1	1	1	1	16	10	...	...	...	1	1	\$2,000	\$1,000	20	14	10	10	60	60	60
2	2	1	...	20	...	5	1	...	...	1	...	2,000	...	18	15	10	10	60	60
3	...	...	...	...	...	4	...	...	...	...	...	...	10	...	10	...	60	...	...
LABORERS.																			
...	1	...	1	...	26	...	...	1	...	...	...	...	...	...	...	10	...	60	60
2	1	...	...	...	7	...	...	...	...	...	...	\$600	...	...	...	9½	...	58	...
3	...	...	...	...	...	...	...	...	...	1	...	...	...	4	...	10	...	60	60
4	...	...	...	...	...	...	...	...	...	...	...	...	...	20	...	10	...	60	60
5	...	...	...	...	...	...	...	...	...	1	...	...	...	14	...	10	...	60	60
6	...	1	...	6	...	...	...	1	...	2	...	2,000	...	...	...	9½	...	57	...
7	...	...	...	...	...	...	...	1	...	2	...	...	...	...	...	9½	...	57	...
8	...	...	...	...	...	...	...	1	...	...	...	...	...	3	...	10	...	60	60
9	...	...	...	...	...	...	...	...	...	1	...	...	...	3	...	10	...	60	60
10	...	...	...	...	...	...	...	...	...	...	...	...	...	3	...	10	...	60	60
11	...	...	...	...	...	...	...	...	...	...	...	...	...	2	...	10	...	59	...
12	...	...	...	...	...	...	...	...	...	1	...	...	...	6	...	10	...	59	...
13	...	...	...	...	...	...	...	...	...	...	...	...	...	10	...	8	...	48	...
14	1	...	...	3	...	...	...	1	...	...	...	...	...	3	...	9½	...	57	...
15	1	...	...	9	...	...	...	1	...	...	...	...	...	...	...	8	...	48	...
16	1	...	...	8	...	...	...	1	...	1	...	...	...	...	...	8	...	48	...
17	...	...	...	...	...	...	...	...	...	...	...	...	...	16	...	10	...	60	60
18	...	...	...	...	...	...	...	...	...	...	...	...	...	6	...	10	...	60	60
19	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	10	...	60	60
20	...	...	...	...	...	...	...	...	...	2	...	1,500	...	5	...	11	...	77	77
21	...	1	...	21	...	...	...	...	...	1	...	...	...	5	...	11	...	77	77
22	...	...	...	...	...	...	...	...	...	...	...	...	...	3	...	10	...	59	...
MACHINISTS.																			
1	1	...	1	...	20	5	1	...	2	2	\$2,000	\$2,500	16	...	10	8	60	45	...
2	2	1	...	15	...	3	...	1	2	1	1,200	3,000	12	20	10	10	60	60	60
3	3	1	1	18	17	3	...	...	1	2	...	2,000	12	13	10	10	60	60	60
4	4	1	1	12	22	2	...	...	1	2	500	2,000	9	20	10	10	60	60	60
5	5	1	...	15	...	4	...	...	1	1	...	1,500	20	18	10	10	60	60	60
6	6	...	1	...	25	10	...	...	1	2	2,000	2,500	20	22	10	9	60	54	...
7	7	...	1	...	20	5	...	1	1	1	1,000	1,000	16	13	10	9	60	54	...
8	8	...	...	...	...	3	...	...	1	...	1,000	...	11	16	9	9	54	54	...
9	9	...	...	...	...	2	...	1	1	...	1,000	...	8	14	10	9	60	54	...
10	10	...	...	...	...	2	1	1	1	2	1,000	2,000	12	15	10	9	60	54	...
11	11	...	...	...	...	2	...	1	1	1	1,000	1,500	4	20	10	9	60	54	...
12	12	1	...	17	...	5	...	...	2	...	2,500	...	15	24	10	10	60	60	...
13	13	...	...	...	...	7	...	...	3	1	2,500	2,000	22	20	10	11	60	65	...
14	14	...	1	...	22	8	...	...	2	1	2,000	1,500	14	25	10	10	60	60	60
15	15	1	...	20	...	4	...	...	1	...	1,000	...	16	12	10	10	60	60	60
16	16	...	...	...	...	3	1	...	1	1	1,000	2,500	11	22	10	10	60	60	60
17	17	...	...	...	...	4	...	1	2	1	2,000	1,000	20	20	10	10	60	60	60
18	18	1	1	16	18	4	...	...	1	...	500	...	13	13	10	10	60	60	60

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.	Years in U. S.	Member of union, yrs.	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
				Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Daily.	Weekly.	Union.	Non-union.
19	19	.....	.....	3	.....	.....	1	.....	\$2,000	.....	13	7	10	10	60
20	20	.....	1	27	2	.....	2	.....	\$1,000	6	6	6	10	10	60
21	21	.....	.....	1	1	.....	.....	.....	.....	5	6	10	10	10	60
22	22	.....	.....	2	.....	.....	1	1	1,000	7	11	10	10	10	60
23	23	.....	.....	3	.....	.....	1	1	2,000	10	11	10	10	10	60
24	24	.....	.....	.....	1	.....	1	.....	1,000	.....	12	.....	9	.....	54
25	25	.....	1	20	.....	.....	1	.....	.....	.....	17	.....	9	.....	54
26	26	.....	.....	.....	1	.....	.....	.....	.....	.....	8	.....	9	.....	54
27	27	.....	.....	.....	.....	.....	1	.....	1,000	.....	10	.....	9	.....	54
28	28	.....	1	15	.....	.....	1	.....	2,000	.....	18	.....	10	.....	60
29	29	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	.....	.....	.....	60
30	30	.....	1	.....	.....	.....	1	.....	.....	.....	10	.....	9	.....	50
31	31	.....	.....	.....	.....	.....	1	.....	500	.....	10	.....	10	.....	60
32	32	.....	1	8	.....	.....	.....	.....	.....	.....	11	.....	10	.....	60
33	33	.....	1	12	.....	.....	1	.....	.....	.....	16	.....	10	.....	60
34	34	.....	1	13	.....	.....	1	.....	1,500	.....	9	.....	9	.....	54
35	35	.....	1	13	.....	.....	1	.....	.....	.....	5	.....	9	.....	54
36	36	.....	.....	.....	1	.....	1	.....	.....	.....	6	.....	9½	.....	57
37	37	.....	.....	.....	1	.....	1	.....	.....	.....	5	.....	9½	.....	57
38	38	.....	.....	.....	1	.....	1	.....	.....	.....	7	.....	10	.....	60
39	39	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	.....	10	.....	60
40	40	.....	.....	.....	1	.....	.....	.....	.....	.....	7	.....	10	.....	60
41	41	.....	.....	.....	.....	.....	1	.....	1,000	.....	7	.....	10	.....	60
42	42	.....	.....	.....	.....	.....	2	.....	.....	.....	8	.....	10	.....	60
43	43	.....	1	12	.....	.....	.....	.....	.....	.....	15	.....	10	.....	60
44	44	.....	.....	.....	.....	.....	1	.....	.....	.....	5	.....	9	.....	54
45	45	.....	.....	.....	.....	.....	.....	.....	.....	.....	10	.....	10	.....	60
46	46	.....	.....	.....	.....	.....	.....	.....	.....	.....	12	.....	10	.....	60
47	47	.....	.....	.....	.....	.....	1	.....	2,000	.....	22	.....	10	.....	60
48	48	.....	.....	.....	1	.....	1	.....	1,500	.....	6	.....	10	.....	60
49	49	.....	.....	.....	.....	.....	1	.....	2,000	.....	30	.....	10	.....	59
50	50	.....	.....	.....	.....	.....	1	.....	.....	.....	10	.....	10	.....	59
51	51	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	.....	10	.....	59

MACHINISTS—concluded.

.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1¼	.....	16	.....	96
.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	½	.....	16	.....	96

MOTORNEERS, STREET RAILWAY.

MOLDERS.																	
1	1	...	1	...	25	6	...	1	3	\$2,000	\$5,000	22	40	10	10	59	60
2	2	...	...	...	...	8	1	1	2	500	3,000	14	35	9½	10	57	60
3	3	1	1	20	20	8	...	...	1	...	1,000	18	25	9½	9½	57	57
4	4	...	1	...	18	10	1	...	2	1	1,000	2,000	15	20	9½	10	57
5	5	...	...	...	...	12	...	1	...	1,500	...	20	11	9½	9½	57	57
6	6	...	1	...	15	6	...	1	...	...	500	11	10	9½	9½	57	57
7	7	...	...	...	...	7	...	1	1	1	1,000	1,000	12	17	10	10	60
8	8	1	1	20	12	12	...	1	2	1	2,000	...	25	15	10	8	59
9	9	...	1	25	15	...	...	1	...	3,000	...	30	5	10	8	60	48
10	10	...	1	...	20	3	...	...	1	...	1,000	7	22	10	9½	59	57
11	11	1	1	10	19	10	...	1	...	...	...	15	11	10	9½	59	57
12	12	...	...	...	...	3	...	1	...	...	...	6	14	10	9½	59	57
13	13	...	1	...	21	4	...	...	...	...	...	7	17	10	9½	59	57
14	14	...	1	...	20	3	...	1	...	1,000	...	5	16	10	10	59	59
15	15	...	...	...	20	...	1	2	...	...	30	8	10	9½	59	57	57
16	16	...	...	...	12	...	1	1	...	1,000	38	9	10	9½	60	57	57
17	17	...	...	...	14	...	...	1	...	...	18	12	10	10	59	59	59
18	18	...	...	...	12	...	...	...	...	...	14	8	10	9½	59	57	57
...	19	...	...	...	...	...	1	...	1	...	...	7	...	9½	...	57	57
...	20	...	...	...	...	...	...	...	2	...	...	9	...	9½	...	57	57
...	21	...	...	...	...	...	1	...	...	...	...	6	...	9½	...	57	57
...	22	...	...	...	...	...	...	...	1	...	...	5	...	9½	...	57	57
...	23	...	...	...	...	...	1	...	1	...	500	...	7	...	9½	...	57

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

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	Union	Non-union.	Union	Non-union.		Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Daily.	Weekly.	Union	Non-union.
Union.....	Non-union.	Union.....	Non-union.	Union.....		Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
PACKING-HOUSE EMPLOYÉS.																	
1	2	3	4	5	6	7	8	9	10	11		2		10		60	
			1		15			1		1			2		10		60
											\$2,000		11		10		60
								1		1			13		10		60
										1	1,000		7		10		60
								1					4		10		60
								1		1			2		10		60
											2,000		10		10		60
								1		2	1,250		1		10		60
													9		10		60
PACKERS, SALT FACTORY.																	
1	2	3								1			1½		10		60
													2		10		60
													1		10		60
PACKERS, STARCH FACTORY.																	
1	2		1		10					1		\$1,000		2		10	
					20										10		60
PAVERS, STREET WORK.																	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
			1						20								
										1							
			1		10					1							

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

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	Union	Non-union.	Union	Non-union.		Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Daily.	Weekly.	Union	Non-union.

PAINTERS—concluded.

25	...	...	...	...	...	...	...	...	...	...	...	10	...	10	...	60	...
26	...	...	...	...	...	...	...	...	...	...	...	6	...	10	...	60	...
27	...	...	...	...	...	...	...	...	...	...	...	12	...	10	...	60	...
28	...	...	...	...	...	...	...	3	...	\$2,000	...	30	...	10	...	60	...
29	...	...	...	...	...	...	...	...	...	...	...	4	...	10	...	60	...
30	...	...	...	...	...	1	...	3	...	...	...	5	...	9½	...	57	...
31	...	...	...	...	...	...	...	...	...	...	...	4	...	10	...	60	...
32	...	...	...	...	...	...	...	1	...	...	...	8	...	8	...	45	...
33	...	...	...	...	...	...	...	...	...	...	...	5	...	10	...	60	...

PLANING-MILL EMPLOYÉS.

1	...	...	...	6	...	...	...	...	...	...	...	10	...	8	...	48	...
2	...	...	...	...	...	...	...	...	...	...	...	9	...	10	...	60	...
3	...	...	...	...	...	...	...	...	...	...	...	4	...	10	...	60	...
4	...	...	...	...	...	...	...	...	...	...	...	5	...	8	...	48	...
5	...	...	...	41	...	...	...	2	...	\$2,000	...	5	...	8	...	48	...
6	...	...	...	2	...	...	...	1	...	2,000	...	8	...	8	...	48	...
7	...	...	...	...	...	1	...	...	...	...	...	7	...	10	...	60	...
8	...	...	...	...	...	...	...	...	...	...	...	10	...	8	...	48	...
9	...	...	...	...	...	...	...	...	...	...	...	7	...	8	...	48	...
10	...	...	...	...	...	...	...	1	...	...	...	10	...	10	...	60	...
11	...	...	...	...	...	...	...	...	...	...	...	4	...	8	...	48	...
12	...	...	...	...	...	...	...	1	...	...	...	1	...	8	...	48	...
13	...	...	...	30	...	...	...	1	...	500	...	21	...	10	...	60	...
14	...	...	...	9	...	...	...	1	...	1,000	...	12	...	10	...	60	...
15	...	...	...	...	...	...	...	...	...	...	...	8	...	10	...	60	...
16	...	...	...	...	...	...	...	1	...	2,000	...	12	...	10	...	60	...
17	...	...	...	...	...	...	...	...	...	...	...	19	...	10	...	60	...
18	...	...	...	...	...	...	...	2	...	...	...	15	...	10	...	60	...
19	...	1	...	...	...	...	...	...	...	...	...	13	...	10	...	60	...

PLASTERERS.

1	1	...	...	...	5	1	...	1	...	...	...	22	9	10	10	59	59
2	2	1	...	10	4	...	...	...	...	...	...	15	12	10	10	60	60
3	3	1	...	24	8	1	...	1	...	...	...	20	10	10	10	60	60
4	4	...	...	...	1	...	...	1	...	\$2,000	...	16	5	9	10	54	59
5	5	...	1	...	10	1	...	...	...	...	...	12	10	10	10	59	59
6	6	...	...	...	1	...	...	1	...	\$2,000	...	7	21	10	10	60	59
7	7	...	...	...	1	...	...	...	...	...	...	7	18	10	10	59	59
8	...	...	...	...	8	...	...	1	...	...	...	21	...	10	...	59	...
9	...	...	...	...	1	...	...	...	...	...	...	6	...	9	...	54	...
10	...	...	...	...	1	...	...	...	...	...	...	3	...	10	...	60	...
11	...	...	...	...	1	...	...	1	...	...	...	43	...	10	...	59	...
12	...	1	...	49	1	1	...	...	...	...	...	34	...	10	...	59	...

PLUMBERS.

1	1	...	...	...	2	...	...	1	1	\$2,000	\$1,000	6	9	10	10	60	60
2	2	1	...	14	5	...	...	1	1	2,000	2,000	16	10	10	10	60	60
3	3	1	...	22	10	...	...	...	...	...	...	20	7	10	10	60	60
4	4	...	...	...	2	...	...	...	...	...	...	12	8	9	10	54	60
5	...	1	...	2	1	...	...	...	...	...	...	3	...	...	...	60	...
6	...	1	...	2	4	...	...	...	...	...	...	10	...	10	...	60	...
7	...	1	...	3	6	...	...	...	...	...	...	12	...	10	...	60	...
8	...	...	...	...	4	1	...	2	...	2,000	...	8	...	10	...	60	...
9	...	1	...	3	7	...	...	...	...	...	...	12	...	10	...	60	...
10	...	1	...	2	1	...	...	1	...	...	...	4	...	10	...	60	...

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs.	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
														Daily.		Weekly.	
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
PRINTERS, MARRIED.																	
1	1	...	...	...	1	...	...	2	1	\$3,000	...	12	6	10	10	59	60
2	2	...	...	...	7	...	...	1	1	...	...	12	16	10	10	59	60
3	3	1	...	9	10	...	...	3	...	4,000	...	15	15	10	10	59	60
4	4	...	...	...	1	...	...	1	1	2,000	\$1,000	20	12	10	10	60	60
5	5	...	...	...	1	...	...	1	1	2,000	...	20	5	10	10	60	59
6	...	...	...	...	2	...	...	2	...	2,000	...	20	...	10	...	60	...
7	...	...	...	...	20	...	...	...	...	...	...	25	...	10	...	59	...
8	...	...	...	...	20	...	...	...	...	...	...	25	...	10	...	59	...
9	...	...	...	...	3	...	...	1	...	2,000	...	11	...	10	...	59	...
10	...	...	...	...	3	...	...	...	...	...	...	9	...	10	...	59	...
11	...	...	...	...	9	...	...	1	...	1,000	...	21	...	10	...	59	...
12	...	...	...	...	7	...	...	...	...	...	...	15	...	10	...	59	...
13	...	...	...	...	14	...	...	1	...	2,000	...	25	...	10	...	59	...
14	...	...	...	...	6	...	...	...	...	...	...	20	...	10	...	59	...
15	...	...	...	...	9	...	...	2	...	...	...	20	...	10	...	59	...
16	...	...	...	...	4	...	...	1	...	2,000	...	14	...	10	...	59	...
17	...	...	...	...	2	...	...	...	...	...	...	10	...	10	...	59	...
18	...	...	...	...	12	...	...	1	...	...	...	25	...	10	...	59	...
19	...	...	...	...	8	...	...	1	...	...	...	11	...	10	...	59	...
20	...	...	...	...	20	...	...	2	...	9,000	...	30	...	10	...	59	...
21	...	...	...	...	6	...	...	1	...	2,000	...	10	...	10	...	60	...
22	...	...	...	...	10	...	...	1	...	1,000	...	14	...	10	...	59	...
23	1	...	40	...	41	...	...	...	...	...	...	41	...	10	...	59	...
24	...	...	...	...	4	...	...	...	...	...	...	7	...	10	...	59	...
25	...	...	...	...	5	...	...	2	...	2,000	...	5	...	10	...	59	...
26	...	...	...	...	10	...	...	3	...	...	...	35	...	9	...	54	...
27	...	...	...	...	29	...	...	...	...	...	...	35	...	10	...	59	...
28	...	...	...	...	29	...	...	2	...	...	...	35	...	8	...	48	...
29	...	...	...	...	8	...	...	1	...	2,000	...	12	...	10	...	60	...
30	1	...	14	...	7	...	...	...	...	...	...	12	...	10	...	60	...
31	1	...	16	...	6	...	...	1	...	2,000	...	10	...	10	...	60	...
32	...	...	...	...	7	1	...	...	...	...	...	8	...	10	...	58	...
33	...	...	...	...	4	...	...	1	...	1,000	...	6	...	10	...	59	...
34	...	...	...	...	2	...	...	1	...	...	...	6	...	10	...	60	...
35	...	...	...	...	5	...	...	...	...	...	...	9	...	10	...	60	...
36	...	...	...	...	10	...	...	2	...	1,000	...	17	...	10	...	60	...
37	...	...	...	...	8	...	...	2	...	1,000	...	15	...	10	...	60	...
38	...	...	...	...	15	...	...	1	...	2,000	...	20	...	10	...	60	...
39	...	...	...	...	2	...	...	2	...	2,000	...	17	...	10	...	60	...
40	...	...	...	...	8	...	...	2	...	2,000	...	14	...	10	...	60	...
41	...	...	...	...	15	...	...	3	...	3,000	...	22	...	9	...	54	...
42	...	...	...	...	15	...	...	...	...	...	...	23	...	10	...	60	...
43	...	...	...	...	2	...	...	1	...	...	...	9	...	9	...	54	...
44	...	...	...	...	10	...	...	1	...	...	...	12	...	10	...	60	...
45	...	...	...	...	12	...	...	1	...	...	...	16	...	10	...	60	...
46	...	...	...	...	2	...	...	1	...	1,000	...	8	...	10	...	60	...
47	...	...	...	...	10	...	...	2	...	...	...	12	...	10	...	60	...
48	...	...	...	...	5	...	...	1	...	...	...	10	...	10	...	60	...
49	...	...	...	...	16	...	...	1	...	2,000	...	20	...	10	...	60	...
50	...	...	...	...	15	...	...	1	...	2,000	...	9	...	10	...	60	...
51	...	...	...	...	1	...	...	...	...	...	...	10	...	10	...	60	...
52	...	...	...	...	3	...	...	1	...	2,000	...	9	...	10	...	60	...
53	...	...	...	...	3	...	...	...	...	...	...	8	...	10	...	59	...
54	...	...	...	...	10	...	...	2	...	...	...	17	...	10	...	59	...
PRINTERS, SINGLE.																	
1	*1	...	...	...	5	...	...	...	...	...	...	10	7	9	10	54	60
2	*2	...	...	...	1	1	...	...	...	...	...	8	5	9	10	54	60
3	*3	...	...	...	5	...	...	...	...	\$5,000	...	10	5	9	10	54	60
4	*4	...	...	...	1	1	...	...	...	...	...	6	7	9	10	54	60
5	5	...	...	...	3	...	...	...	...	...	...	7	7	10	10	60	60
6	6	...	...	...	3	...	...	1	...	...	...	8	11	10	10	60	60

* Girls.

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

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														Daily.		Weekly.	
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.

PRINTERS, SINGLE—Ooncluded.

7	*7	...	...	...	3	...	...	...	...	...	...	7	4	10	10	60	60
8	8	...	...	...	4	...	...	...	...	...	...	6	7	10	10	60	59
9	9	...	...	...	5	...	...	1	...	...	...	7	3	10	10	60	59
10	...	...	...	...	4	...	...	1	...	...	...	10	...	10	...	60	...
11	...	...	...	...	2	...	...	...	...	...	...	6	...	10	...	60	...
12	...	...	...	...	1	...	...	...	...	...	...	12	...	8	...	48	...
13	...	...	...	...	8	...	...	...	...	...	...	19	...	11	...	44	...
14	...	...	...	...	26	...	...	...	...	...	...	30	...	10	...	60	...
15	...	...	...	...	12	...	...	...	...	...	...	18	...	9	...	54	...
16	...	...	...	...	9	...	...	...	...	...	...	12	...	10	...	59	...
17	...	...	...	...	4	...	...	1	...	...	...	8	...	10	...	59	...
18	...	...	...	...	2	...	...	...	...	...	...	6	...	10	...	59	...
19	...	...	...	...	4	...	...	...	...	...	...	8	...	10	...	59	...
20	...	...	...	...	2	...	...	...	...	...	...	6	...	10	...	59	...
21	...	...	...	...	5	...	...	...	...	...	...	5	...	10	...	59	...
22	...	...	...	...	1	...	...	...	...	...	...	4	...	10	...	60	...

BAKERS, SALT FACTORY.

...	1	...	...	...	...	...	...	...	...	...	...	4	...	12	...	72	...
...	2	...	1	...	20	...	...	1	...	...	...	1½	...	12	...	72	...
...	3	...	...	...	...	...	...	1	...	\$2,000	...	1	...	12	...	72	...
...	4	...	...	...	...	...	...	...	...	...	...	1	...	12	...	72	...
...	5	...	...	...	...	...	...	...	...	...	...	1	...	12	...	72	...
...	6	...	...	...	...	...	...	...	...	...	...	2	...	12	...	72	...

SHIRTMAKERS, WOMEN.

...	1	...	...	...	...	...	...	...	...	...	...	1	...	10	...	59	...
...	2	...	...	...	...	...	...	...	...	...	...	1	...	10	...	60	...
...	3	...	...	...	...	...	...	...	...	...	...	1½	...	10	...	60	...
...	4	...	...	...	...	...	...	...	...	...	...	1½	...	10	...	60	...

SHOEMAKERS.

...	1	...	1	...	10	...	...	...	1	...	\$1,000	...	20	...	10	...	60
...	2	...	...	...	...	...	...	...	1	...	1,000	...	14	...	10	...	60
...	3	...	...	...	...	...	...	...	...	...	...	...	10	...	10	...	60
...	4	...	1	...	25	...	...	...	1	...	...	...	20	...	10	...	60
...	5	...	...	...	...	...	...	...	1	...	...	...	26	...	10	...	60
...	6	...	...	...	...	...	...	...	...	...	...	...	24	...	10	...	60
...	7	...	...	...	...	...	...	...	1	...	1,000	...	14	...	10	...	60
...	8	...	1	...	...	...	...	...	...	...	...	...	21	...	11	...	60
...	9	...	...	...	...	...	...	...	...	...	...	...	4	...	10	...	60

SMELTER EMPLOYÉS.

...	1	...	1	...	22	...	...	1	...	...	...	20	...	10	...	60	...
...	2	...	1	...	16	...	...	1	...	...	...	4	...	12	...	84	...
...	3	...	...	...	...	...	...	...	1	...	\$2,000	...	5	...	8	...	56
...	4	...	1	...	20	...	...	...	2	...	2,000	...	7	...	8	...	56
...	5	...	1	...	18	...	...	1	...	1	1,500	...	3	...	12	...	84
...	6	...	1	...	44	...	...	1	...	1	2,000	...	4	...	12	...	84
...	7	...	...	...	...	...	...	1	...	1	1,000	...	2	...	12	...	84
...	8	...	...	...	...	...	...	1	...	1	...	...	1½	...	12	...	84
...	9	...	1	...	17	...	...	1	...	1	2,000	...	1	...	12	...	84
...	10	...	...	...	...	...	...	1	...	1	...	...	2	...	12	...	84

* Girls.

TABLE I—CONTINUED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs..	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
														Daily.		Weekly.	
	Union.....	Non-union.	Union.....	Non-union.	Union.....	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
STONECUTTERS.																	
1	1	1	...	8	5	...	...	...	1	\$2,000	20	19	9	10	53	59	
2	2	1	...	25	19	...	...	...	2	1,000	30	12	9	10	53	59	
3	3	1	1	14	10	20	...	...	2	...	24	8	8	10	48	59	
4	4	1	1	26	6	2	...	...	1	\$2,000	28	10	8	10	48	59	
5	5	5	...	...	4	...	...	...	2	3,000	21	22	9	10	53	59	
6	6	1	1	6	10	3	...	...	2	1,500	9	22	9	10	53	59	
7	7	...	1	...	20	9	...	7	1	1,000	18	15	9	10	53	59	
8	8	...	1	...	4	9	...	...	1	2,000	13	14	9	10	53	58	
9	9	1	1	20	4	15	...	...	1	2,000	22	9	8	10	48	58	
10	10	...	...	...	4	...	...	...	...	...	8	10	8	10	48	59	
11	11	...	...	...	13	...	...	2	1	2,000	17	14	8	10	48	59	
12	...	...	...	...	9	...	...	1	...	2,000	13	...	8	...	48	...	
13	...	1	...	7	8	1	...	2	...	2,000	15	...	8	...	48	...	
14	...	1	...	9	3	...	...	...	...	...	6	...	8	...	48	...	
15	...	1	...	30	10	...	...	2	...	500	20	...	8	...	48	...	
16	...	1	...	7	7	...	...	...	...	...	9	...	8	...	48	...	
17	...	1	...	9	2	...	...	1	...	2,000	6	...	8	...	48	...	

STONEMASONS.

1	1	.....	1	.....	20	6	.....	.....	.....	.....	.....	20	15	10	10	60	60
2	2	1	1	15	20	4	.....	.....	1	.....	.....	10	15	10	10	60	60
3	3	1	1	22	18	5	.....	.....	1	.....	.....	19	20	10	10	60	60
4	4	1	1	14	20	2	1	.....	2	1	2,000	16	16	10	10	60	60
5	5	.....	.....	.....	7	.....	.....	.....	1	.....	2,500	17	16	10	10	60	60
6	6	1	1	15	30	2	.....	.....	.....	.....	.....	17	30	10	10	60	60
7	7	1	.....	16	10	.....	1	.....	.....	.....	.....	20	30	10	10	60	60
8	8	1	1	16	18	12	.....	.....	1	.....	1,000	18	11	9	10	54	60
9	9	.....	.....	.....	5	.....	.....	.....	2	.....	500	10	8	10	10	60	60
10	10	.....	.....	.....	4	.....	1	1	.....	.....	1,000	14	22	10	10	60	59
11	11	.....	.....	.....	10	.....	.....	.....	1	.....	5,000	20	35	10	10	60	59
12	12	.....	.....	.....	1	.....	.....	1	.....	.....	.....	7	3	10	10	60	60
13	13	.....	.....	.....	2	1	.....	2	.....	.....	.....	6	5	10	10	60	60
14	14	.....	1	.....	10	4	.....	.....	.....	.....	.....	11	8	10	10	60	60
15	15	.....	.....	.....	5	.....	.....	.....	.....	.....	.....	35	5	10	10	59	60
16	16	.....	.....	.....	10	.....	.....	2	.....	.....	2,000	14	6	10	10	59	60
17	17	1	1	20	20	4	.....	.....	.....	.....	.....	17	16	10	10	59	60
18	18	.....	.....	.....	7	.....	.....	.....	1	.....	.....	17	14	10	10	59	59
.....	19	1	20	12	2	1	200	40	30	10	10	59	59
.....	20	1	30	1	26	10	59	59
.....	21	5	10	59	59
.....	22	1	2,000	39	10	59	59
.....	23	25	10	60

SWITCHMAN.

1	2	\$800	...	5	...	12	84
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TAILORS.

1	1	1	...	20	1	...	\$1,200	19	12	10	10	59	60	
2	2	1	...	10	...	2	...	1	...	1,000	14	10	10	10	60	60	
3	...	1	...	11	...	8	...	1	18	...	10	...	60	...	
4	...	1	...	...	...	1	...	1	...	500	20	...	10	...	60	...	
5	...	...	...	...	...	...	1	1	...	...	12	...	10	...	60	...	
6	...	...	...	...	3	...	...	1	...	...	20	...	10	...	60	...	
7	...	...	...	...	...	...	...	...	...	...	14	...	10	...	60	...	
8	...	...	...	...	1	...	...	1	...	...	15	...	10	...	60	...	
9	...	1	...	18	...	...	...	...	...	...	30	...	10	...	60	...	
10	...	1	...	7	...	5	...	1	...	...	12	...	10	...	59	...	
11	...	...	...	...	...	...	...	...	...	...	20	...	10	...	59	...	

TABLE I—CONCLUDED.

SHOWING foreign-born, years in United States, number of years member of trades union, member of other labor organization, member secret society, life insurance, number of years worked at trade, and hours of labor.

Office number	Foreign-born.		Years in U. S.		Member of union, yrs..	Member other labor organizations.		Member secret societies, number.		Life insurance, amount.		Worked at trade, years.		Hours of labor.			
	Union.	Non-union.	Union.	Non-union.		Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Daily.		Weekly.	
	Union.	Non-union.	Union.	Non-union.		Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.
TINNERS.																	
1	1	...	...	...	3	1	...	...	...	...	...	9	12	9	10	50	60
2	2	...	...	...	...	...	...	...	...	...	...	...	9	...	10	...	59
3	3	...	...	...	...	...	1	...	...	...	...	...	30	...	10	...	60
4	4	...	...	...	...	...	...	1	...	...	...	...	15	...	10	...	60
5	5	...	...	...	...	...	...	...	...	...	...	...	4	...	10	...	59
6	6	...	1	...	10	...	...	...	...	...	...	...	12	...	10	...	59
7	7	...	...	...	...	...	...	1	...	\$2,000	...	...	8	...	10	...	60
8	8	...	1	...	19	...	...	...	...	...	...	...	15	...	10	...	60
9	9	...	...	...	...	...	1	...	2	2,000	...	...	10	...	10	...	60
10	10	...	1	...	20	...	...	...	...	...	...	...	14	...	10	...	60
11	11	...	...	...	...	...	1	...	1	2,000	...	...	26	...	10	...	60
12	12	...	...	...	...	...	...	...	...	...	...	...	14	...	10	...	59

TABLE II.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office number.		Daily wages.		Work by—		When paid.	Rate paid for over-time.	Married.	Single.	Children.					
				Time.	Piece.					Per family.	At school.	At work under 15 years.			
Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.
BARBERS.															
1	1	\$2 00	\$1 80	...	...	1	1	W'y	W'y	...	...	2	4	...	1
2	2	2 50	1 60	...	...	1	1	W'y	W'y	...	...	3	4	2	...
3	3	2 00	1 75	...	...	1	1	W'y	W'y	...	...	1	2	1	...
4	4	1 80	1 50	...	...	1	1	W'y	W'y	...	...	1	1	...	...
5	5	2 00	1 50	...	...	1	1	W'y	W'y	...	...	2	4	1	...
6	6	2 50	1 75	...	...	1	1	W'y	W'y	...	...	2	2	...	...
7	7	2 00	2 00	...	...	1	1	W'y	W'y	...	...	2	5	1	...
8	8	2 25	1 40	...	...	1	1	W'y	W'y	...	...	2	...	1	...
9	9	2 25	1 40	...	...	1	1	W'y	W'y	...	...	2	...	...	...
10	...	2 12	...	...	...	1	1	W'y	...	...	1	...	...	...	...
11	...	1 90	...	...	...	1	...	W'y	...	...	1	...	...	...	...
12	...	2 00	...	...	...	1	...	W'y	...	...	1	...	...	...	...
BLACKSMITHS.															
1	1	\$2 30	\$2 75	1	1	...	...	Mo.	Mo.	1½	1½	1	1	...	...
2	2	2 25	2 70	1	1	...	...	W'y	Mo.	1½	...	1	1	...	...
3	3	2 40	2 50	1	1	...	...	Mo.	W'y	1½	...	1	1	...	...
4	4	2 48	2 25	1	1	...	...	Mo.	W'y	1½	...	1	1	...	...
5	5	2 50	2 00	1	1	...	...	Mo.	W'y	1½	...	1	1	...	...
6	6	2 50	2 25	1	1	...	...	W'y	W'y	1½	...	1	1	...	...
7	7	2 25	2 25	1	1	...	...	W'y	W'y	...	...	1	1	...	...
8	8	2 25	2 50	1	1	...	...	W'y	W'y	...	...	2	1	...	...
9	9	2 25	2 50	1	1	...	...	W'y	W'y	...	...	2	3	...	...
10	...	*3 00	...	1	...	...	...	Mo.	...	...	...	1	7	...	4

*Foreman.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office number.	Daily wages.	Work by—		When paid.	Rate paid for over-time.	Married.	Single.	Children.		
		Time.	Piece.					Per family.	At school.	At work under 15 years.
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Non-union.

BLACKSMITHS—concluded.

11	.....	\$2 25	.....	1	.....	W'y	.....	1	.....	1	.....	1	.....
12	.....	2 30	.....	1	.....	Mo.	1½	1	.....	3	.....	2	.....
13	.....	2 30	.....	1	.....	Mo.	1½	1	.....	3	.....	2	.....
14	.....	2 61	.....	1	.....	Mo.	1½	1	.....	6	.....	3	.....
15	.....	1 50	.....	1	.....	S-m	.....	1	.....	1	.....	.....	.....
16	.....	2 50	.....	1	.....	S-m	.....	1	.....	2	.....	.....	.....
17	.....	2 00	.....	1	.....	W'y	.....	1	.....	1	.....	.....	.....
18	.....	2 00	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
19	.....	2 00	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
20	.....	2 00	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
21	.....	2 00	.....	1	.....	W'y	1½	.....	.....	1	.....	.....	.....
22	.....	2 00	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
23	.....	2 00	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
24	.....	2 00	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
25	.....	2 00	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
26	.....	2 28	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
27	.....	2 00	.....	1	.....	W'y	.....	1	.....	.....	.....	.....	.....
28	.....	2 25	.....	1	.....	S-m	.....	1	.....	4	.....	1	.....
29	.....	2 00	.....	1	.....	W'y	.....	1	.....	2	.....	.....	.....
30	.....	2 00	.....	1	.....	Mo.	.....	1	.....	6	.....	2	.....
31	3 00	1	Mo.	1	3	1
32	2 25	1	W'y	1	6	2
33	3 00	1	Mo.	1	3	3
34	2 75	1	W'y	1	1	1

BLACKSMITH'S HELPER.

1	\$1 75	1	Mo.	1
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BOILERMAKERS.

1	1	\$2 75	\$2 50	1	1	W'y	W'y	1½	1½	1	1	3	4	1	2	1
2	2	2 50	2 50	1	1	W'y	W'y	1½	1½	1	1	2	2
3	3	2 75	2 25	1	1	W'y	W'y	1½	1½	1	1	1	6	3	1
4	4	2 75	2 00	1	1	.....	W'y	W'y	1½	1½	1	1	.....	1	3	.....	3	.....	.....
5	5	2 75	2 50	1	1	W'y	W'y	1½	1½	1	1	1	6	4
6	2 66	1	Mo.	1½	1
7	2 50	1	W'y	1½	1

BRAKEMAN.

1	\$1.80	1	Mo.	1	2
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BRICKLAYERS.

1	1	\$4 50	\$3 50	1	1	W'y	W'y	1½	1	1	7	2	4	2	1
2	2	4 05	2 50	1	1	W'y	W'y	1½	1	1	3	3	3
3	3	*5 00	3 00	1	1	W'y	W'y	1	1	5	4	2	1	1
4	4	4 05	3 50	1	1	.....	W'y	W'y	1½	.....	1	1	.....	4	3	2	2	1	.....
5	5	*5 50	3 50	1	1	.....	W'y	W'y	1½	.....	1	1	.....	6	2	4	1	1	.....
6	6	*5 00	3 50	1	1	.....	W'y	W'y	1½	.....	1	.....	1	3	.....	3	.....	.....	.....
7	.....	4 50	.....	1	.....	.....	S-m	.....	.....	.....	1	.....	.....	7	.....	3	.....	.....	.....
8	.....	5 00	.....	1	.....	.....	S-m	.....	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....
9	.....	4 50	.....	1	.....	.....	W'y	.....	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....
10	.....	4 05	.....	1	.....	.....	W'y	.....	.....	.....	1	.....	.....	2	.....	1	.....	.....	.....
11	.....	5 00	.....	1	.....	.....	W'y	.....	1½	.....	1	.....	.....	3	.....	.....	.....	.....	.....
12	.....	4 75	.....	1	.....	.....	W'y	.....	1½	.....	1	.....	.....	3	.....	2	.....	.....	.....
13	.....	4 00	.....	1	.....	.....	W'y	.....	.....	.....	1	.....	.....	5	.....	3	.....	.....	.....

* Foreman.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office number.	Daily wages.	Work by—		When paid.	Rate paid for over-time.	Married.	Single.	Children.			
								Per family.	At school.	At work under 15 years.	
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.

BRICKLAYERS—concluded.

14	...	\$4 50	.....	1	...	W'y	.....	1	...	1	.....	.....	.....	.....
15	...	3 60	.....	1	...	W'y	.....	1	...	1	.....	.....	.....	.....
16	...	4 05	.....	1	...	W'y	.....	1	...	1	.....	.....	.....	.....
17	...	3 60	.....	1	...	W'y	.....	1	...	1	.....	.....	.....	.....
18	...	4 50	.....	1	...	W'y	.....	1	...	1	.....	.....	.....	.....
19	...	4 50	.....	1	...	W'y	.....	1	...	1	.....	.....	.....	.....
20	...	4 50	.....	1	...	S-m	.....	1	...	1	.....	.....	.....	.....

BUTCHERS.

1	1	\$3 00	\$3 00*	1	1	...	S-m	W'y	.....	1	1	.....	4	3	3	2	.....	.....
2	2	2 00	2 50	1	1	...	W'y	S-m	.....	1	1	1	6	1	4	.....	1	.....
3	3	2 75	2 75	1	1	...	W'y	W'y	.....	1	1	1	3	3	1	.....	.....	.....
4	4	2 75	3 50*	1	1	...	W'y	W'y	.....	1	1	1	2	5	2	3	.....	.....
5	5	2 50	5 00*	1	1	...	W'y	W'y	.....	1	1	1	.....	3	.....	3	.....	.....
6	6	2 50	4 00	1	1	...	W'y	S-m	.....	1	1	1	4	2	2	.....	.....	.....
7	7	2 50	3 00	1	1	...	W'y	S-m	.....	1	1	1	3	5	1	3	.....	1
8	8	2 75	1 80	1	1	...	W'y	W'y	1 1 1/2	1	1	1	2	5	.....	3	.....	1
9	9	2 20	2 25	1	1	...	W'y	W'y	1 1 1/2	1	1	1	3	1	1	.....	.....	.....
10	10	2 50	2 00	1	1	...	S-m	W'y	.....	1	1	1	1	3	.....	1	.....	.....
11	11	3 00	2 00	1	1	...	S-m	W'y	.....	1	1	1	5	5	3	2	.....	1
12	12	2 75	2 00	1	1	...	S-m	W'y	.....	1	1	1	1	4	.....	2	.....	.....
13	13	3 00	1 75	1	1	...	S-m	W'y	.....	1	1	1	4	2	2	1	.....	.....
14	14	2 75	2 50	1	1	...	S-m	S-m	1 1/2	1	1	1	2	1	.....	.....	.....	.....
15	15	2 00	2 75	1	1	...	W'y	W'y	1 1/2	.....	1	1	.....	.....	.....	.....	.....	.....
16	16	2 00	2 25	1	1	...	W'y	S-m	1 1/2	1 1/2	.....	1	1	.....	.....	.....	.....	.....
17	17	3 25	2 00	1	1	...	S-m	W'y	1 1/2	.....	1	1	.....	.....	.....	.....	.....	.....
18	18	2 50	2 50	1	1	...	S-m	W'y	1 1/2	.....	1	1	.....	.....	.....	.....	.....	.....
19	19	1 75	1 75	1	1	...	W'y	W'y	1 1/2	.....	1	1	.....	.....	.....	.....	.....	.....
20	20	2 50	1 75	1	1	...	W'y	W'y	.....	1	.....	1	4	.....	2	.....	1	.....
21	21	.....	2 50	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	4	.....	1	.....	1
22	22	.....	2 50	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	1	.....	.....	.....	.....
23	23	.....	2 50	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	4	.....	1	.....	1
24	24	.....	2 50	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	5	.....	2	.....	1
25	25	.....	2 50	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	3	.....	1	.....	.....

*Foremen.

CABINETMAKERS.

...	1	.....	\$2 00	.....	1	.....	.....	M'y	.....	.....	1	.....	.....	2	.....	.....	.....	.....
...	2	.....	2 28	.....	1	.....	.....	M'y	.....	1 1/2	1	.....	.....	2	.....	.....	.....	.....
...	3	.....	2 00	.....	1	.....	.....	M'y	.....	1	1	.....	.....	2	.....	2	.....	.....
...	4	.....	2 25	.....	1	.....	.....	M'y	.....	1	1	.....	.....	2	.....	.....	.....	.....
...	5	.....	1 75	.....	1	.....	.....	M'y	.....	.....	1	.....	.....	4	.....	2	.....	1
...	6	.....	2 25	.....	1	.....	.....	M'y	.....	.....	1	.....	.....	3	.....	2	.....	1
...	7	.....	2 25	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	2	.....	.....	.....	1

CAR BUILDERS.

1	1	\$2 36	\$2 40	1	1	.....	M'y	M'y	1 1/2	1 1/2	1	1	.....	1	7	1	4	.....	1
2	2	.....	2 40	.....	1	.....	.....	M'y	.....	1 1/2	.....	1	.....	1	4	.....	.....	.....	.....

CAR CLEANERS.

1	1	\$1 50	\$1 50	1	1	.....	M'y	M'y	.....	.....	1	1	.....	2	4	2	.....	.....	1
2	2	1 42	1 35	1	1	.....	M'y	M'y	1 1/2	.....	.....	1	1	.....	6	.....	.....	.....	1
3	3	.....	1 35	.....	1	.....	.....	M'y	.....	.....	1	1	.....	2	2	.....	1	.....	.....
4	4	.....	1 35	.....	1	.....	.....	M'y	.....	.....	1	1	.....	4	.....	2	.....	.....	.....
5	5	.....	1 42	.....	1	.....	.....	M'y	.....	1 1/2	.....	.....	1	.....	.....	.....	.....	.....	.....

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office num- ber.		Daily wages.		Work by—		When paid.	Rate paid for over- time.	Mar- ried.	Single.	Children.			
				Time.	Piece.					Per family.	At school.	At work under 15 years.	
Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.

CAR REPAIRERS.

1	1	\$1 50	\$2 25	1	1	.....	.....	M'y	1 1/2	1	1	.....	.....	2	5	1	3	.....	1
.....	2	.....	1 39	.....	1	.....	.....	M'y	.....	1	1	.....	.....	.....	2	.....	.....	.....	.....
.....	3	.....	1 90	.....	1	.....	.....	M'y	1 1/2	1	1	.....	.....	.....	5	.....	3	.....	.....
.....	4	.....	2 13	.....	1	.....	.....	M'y	1 1/2	1	1	.....	.....	.....	.....	.....	.....	.....	.....
.....	5	.....	2 00	.....	1	.....	.....	M'y	1 1/2	.....	.....	.....	.....	1	.....	.....	.....	.....	.....

CARPENTERS—MARRIED AND OWNING HOMES.

1	1	\$2 50	\$2 50	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	3	1	.....	.....	.....
2	2	2 25	2 25	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	5	6	2	1	2
3	3	2 75	2 00	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	2	2	2	.....	.....
4	4	2 30	2 50	1	1	.....	.....	M'y	W'y	1 1/2	1	1	.....	.....	6	3	4	2	1
5	5	2 75	2 50	1	1	.....	.....	W'y	M'y	1 1/2	1	1	.....	.....	5	2	3	1	1
6	6	2 50	2 25	1	.....	.....	1	S-m	W'y	.....	1	1	.....	.....	1	4	.....	3	1
7	7	2 00	1 75	1	1	.....	.....	W'y	M'y	.....	1	1	.....	.....	2	3	.....	3	.....
8	8	2 40	2 00	1	1	.....	.....	M'y	W'y	.....	1	1	.....	.....	3	2	2	1	.....
9	9	2 50	2 50	1	1	.....	.....	M'y	S-m	.....	1	1	.....	.....	1	1	.....	1	.....
10	10	2 50	2 50	1	1	.....	.....	W'y	M'y	1 1/2	1	1	.....	.....	5	.....	.....	.....	.....
11	11	2 10	2 00	1	1	.....	.....	W'y	W'y	.....	1	1	.....	.....	4	2	2	1	.....
12	12	2 00	2 25	1	1	.....	.....	W'y	W'y	.....	1	1	.....	.....	3	5	.....	5	.....
13	13	2 50	2 50	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	3	2	1	2	1
14	14	2 75	2 00	1	1	.....	.....	W'y	S-m	1 1/2	1	1	.....	.....	3	.....	2	.....	.....
15	15	2 75	2 50	1	1	.....	.....	W'y	M'y	1 1/2	1	1	.....	.....	2	5	2	2	.....
16	16	2 50	2 50	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	5	6	3	3	1
17	17	2 50	2 75	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	3	5	2	4	1
18	18	2 50	2 50	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	5	6	3	3	1
19	19	2 80	2 50	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	3	2	1	1	1
20	20	2 60	2 50	1	1	.....	.....	W'y	M'y	1 1/2	1	1	.....	.....	5	4	3	3	1
21	21	2 75	2 50	1	1	.....	.....	W'y	S-m	.....	1	1	.....	.....	2	1	1	1	.....
22	22	2 50	1 75	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	5	2	3	.....	.....
23	23	2 50	2 00	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	3	2	.....	1	.....
24	24	2 50	2 00	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	4	2	3	1	.....
25	25	3 00	2 00	1	1	.....	.....	S-m	M'y	.....	1	1	.....	.....	2	2	2	2	.....
26	26	2 50	2 00	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	3	5	1	2	.....
27	27	2 50	2 00	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	4	3	3	1	.....
28	28	2 50	2 00	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	4	4	2	2	1
29	29	2 50	2 25	1	1	.....	.....	W'y	S-m	1 1/2	1	1	.....	.....	2	.....	1	.....	.....
30	.....	2 75	.....	1	.....	.....	.....	W'y	.....	1 1/2	1	.....	.....	.....	5	.....	2	.....	1
31	.....	2 50	.....	1	.....	.....	.....	W'y	.....	1 1/2	1	.....	.....	.....	6	.....	3	.....	1

CARPENTERS—MARRIED AND RENTING HOMES.

1	1	\$2 50	\$2 60	1	1	.....	.....	M'y	M'y	1 1/2	1	1	.....	.....	1	2	.....	.....	.....
2	2	2 25	2 00	1	1	.....	.....	W'y	W'y	.....	1	1	.....	.....	2	5	.....	3	1
3	3	2 25	2 25	1	1	.....	.....	W'y	W'y	.....	1	1	.....	.....	1	.....	2	.....	.....
4	4	2 75	2 00	1	1	.....	.....	W'y	M'y	1 1/2	1	1	.....	.....	3	1	1	.....	1
5	5	2 50	2 75	1	1	.....	.....	W'y	M'y	1 1/2	1	1	.....	.....	2	4	.....	1	2
6	6	2 50	2 50	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	.....	2	.....	2	.....
7	7	2 50	2 50	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	2	.....	.....	.....	.....
8	8	2 50	2 15	1	1	.....	.....	S-m	S-m	.....	1	1	.....	.....	2	5	.....	3	1
9	9	2 28	2 00	1	1	.....	.....	M'y	W'y	1 1/2	1	1	.....	.....	8	3	2	.....	.....
10	10	2 25	1 75	1	1	.....	.....	S-m	M'y	.....	1	1	.....	.....	1	3	.....	2	.....
11	11	2 50	2 50	1	1	.....	.....	S-m	W'y	1 1/2	1	1	.....	.....	3	2	1	.....	.....
12	12	2 22	2 30	1	1	.....	.....	S-m	W'y	1 1/2	1	1	.....	.....	1	1	1	.....	.....
13	13	2 25	3 00	1	1	.....	.....	W'y	S-m	.....	1	1	.....	.....	.....	.....	1	.....	.....
14	14	2 50	2 40	1	1	.....	.....	S-m	W'y	.....	1	1	.....	.....	1	3	.....	.....	.....
15	15	1 92	2 00	1	1	.....	.....	W'y	M'y	.....	1	1	.....	.....	5	3	.....	.....	.....
16	16	3 25	2 00	1	1	.....	.....	S-m	W'y	.....	1	1	.....	.....	4	2	2	1	1
17	17	2 50	1 75	1	1	.....	.....	W'y	W'y	1 1/2	1	1	.....	.....	6	6	2	2	2
18	.....	2 50	.....	1	.....	.....	.....	W'y	.....	1 1/2	1	.....	.....	.....	3	.....	2	.....	.....

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office number.	Daily wages.	Work by—		When paid.	Rate paid for over-time.	Married.	Single.	Children.		
		Time.	Piece.					Per family.	At school.	At work under 15 years.
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....

CARPENTERS—MARRIED AND RENTING HOMES—concluded.

19	...	\$2 50	...	1	...	W'y	...	1	...	2	...	1	...	...	...
20	...	2 50	...	1	...	W'y	...	1	...	2	...	...	...	...	...
21	...	2 50	...	1	...	W'y	...	1	...	1	...	...	...	...	...
22	...	2 50	...	1	...	W'y	...	1	...	2	...	...	...	...	...
23	...	3 00	...	1	...	S-m	...	1	...	4	...	2	1	...	...
24	...	2 50	...	1	...	W'y	...	1	...	1	...	...	...	...	...
25	...	2 50	...	1	...	W'y	...	1	...	2	...	1	...	...	...
26	...	2 50	...	1	...	W'y	...	1	...	4	...	...	...	...	...
27	...	2 50	...	1	...	W'y	...	1	...	4	...	2	...	...	...
28	...	2 50	...	1	...	W'y	...	1	...	2	...	...	...	...	...
29	...	2 75	...	1	...	W'y	...	1	...	2	...	...	...	...	...
30	...	2 50	...	1	...	W'y	...	1	...	2	...	...	...	...	...
31	...	2 50	...	1	...	W'y	...	1	...	4	...	2	...	...	...
32	...	2 50	...	1	...	W'y	...	1	...	3	...	1	...	...	...

CARPENTERS—SINGLE.

Office number.		Daily wages.		Work by—				When paid.		Rate paid for over-time.	
				Time.		Piece.					
Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.
1	1	\$2 50	\$2 00	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
2	2	2 50	2 00	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
3	3	2 50	2 00	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
4	4	2 50	2 50	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
5	5	2 25	2 50	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
6	6	2 50	2 50	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
7	7	2 50	2 50	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
8	8	2 50	2 50	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
9	9	2 50	2 25	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
10	10	2 50	1 75	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
11	11	2 50	2 25	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
12	12	2 50	2 50	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
13	13	2 50	2 50	1	1	.....	.....	Weekly..	Weekly.....	1½	1½
14	14	2 50	2 25	1	1	.....	.....	Weekly..	Semi-monthly.	1½	1½
15	15	2 50	2 25	1	1	.....	.....	Weekly..	Semi-monthly.	1½	1½
16	.....	2 00	.....	1	.....	.....	.....	Weekly..	.....	1½	.....
17	.....	2 25	.....	1	.....	.....	.....	Weekly..	.....	1½	.....
18	.....	2 50	.....	1	.....	.....	.....	Weekly..	.....	1½	.....
19	.....	2 25	.....	1	.....	.....	.....	Weekly..	.....	1½	.....
20	.....	2 50	.....	1	.....	.....	.....	Weekly..	.....	1½	.....

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office num- ber.	Daily wages.		Work by—		When paid.	Rate paid for over- time.	Mar- ried.	Single.	Children.				
			Time.	Piece.					Per family.	At school.	At work under 15 years.		
Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.		
CIGARMAKERS.													
1	1	\$3 00	\$2 20	...	1	1	W'y	W'y	...	1	1	...	...
2	2	2 30	2 25	...	1	1	W'y	W'y	...	1	1	...	...
3	3	3 00	2 50	...	1	1	W'y	W'y	...	1	1	...	1
4	4	*3 75	3 00	1	...	1	M'y	W'y	...	1	1	...	2
5	5	2 50	2 20	...	1	1	W'y	W'y	...	1	1	...	...
6	6	3 00	2 75	...	1	1	W'y	W'y	...	1	1	...	...
7	7	2 30	2 40	...	1	1	W'y	W'y	...	1	1	...	...
8	8	2 50	2 15	...	1	1	W'y	W'y	...	1	1	...	...
9	9	2 25	2 15	...	1	1	W'y	W'y	...	1	1	...	...
10	...	2 15	...	...	1	...	W'y	...	...	1	...	...	...
11	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
12	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
13	...	2 60	1 90	...	1	...	W'y	...	...	1	...	...	...
14	...	4 00	...	...	1	...	W'y	...	...	1	...	...	...
15	...	2 10	1 60	...	1	...	W'y	...	...	1	...	...	...
16	...	2 60	...	...	1	...	W'y	...	...	1	...	...	...
17	...	2 80	...	...	1	...	W'y	...	...	1	...	...	...
18	...	2 60	...	...	1	...	W'y	...	...	1	...	...	...
19	...	2 65	...	...	1	...	W'y	...	...	1	...	...	...
20	...	3 00	...	...	1	...	W'y	...	...	1	...	...	...
21	...	2 50	...	...	1	...	W'y	...	...	1	...	...	...
22	...	2 50	...	...	1	...	W'y	...	...	1	...	...	...
23	...	2 50	...	...	1	...	W'y	...	...	1	...	...	...
COOPERS.													
1	1	\$2 10	\$2 25	...	1	1	W'y	M'y	...	1	1	...	...
2	2	2 20	2 25	...	1	1	W'y	M'y	...	1	1	...	...
3	3	2 40	1 75	...	1	1	W'y	M'y	...	1	1	...	1
4	4	2 20	1 90	...	1	1	W'y	M'y	...	1	1	...	...
5	5	2 30	2 00	...	1	1	W'y	M'y	...	1	1	...	...
6	6	2 00	1 60	...	1	1	W'y	M'y	...	1	1	...	...
7	7	1 70	2 00	...	1	1	W'y	M'y	...	1	1	...	...
8	8	2 50	1 75	...	1	1	W'y	M'y	...	1	1	...	...
9	...	2 10	...	...	1	...	W'y	...	...	1	...	...	...
10	...	2 50	...	...	1	...	W'y	...	...	1	...	...	...
11	...	2 25	...	...	1	...	W'y	...	...	1	...	...	...
12	...	2 40	...	...	1	...	W'y	...	...	1	...	...	...
13	...	2 30	...	...	1	...	W'y	...	...	1	...	...	...
14	...	2 10	...	...	1	...	W'y	...	...	1	...	...	...
15	...	2 50	...	...	1	...	W'y	...	...	1	...	...	...
16	...	1 60	...	...	1	...	W'y	...	...	1	...	...	...
17	...	2 10	...	...	1	...	W'y	...	...	1	...	...	...
18	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
19	...	2 40	...	...	1	...	W'y	...	...	1	...	...	...
20	...	2 10	...	...	1	...	W'y	...	...	1	...	...	...
21	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
22	...	2 10	...	...	1	...	W'y	...	...	1	...	...	...
23	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
24	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
25	...	2 50	...	...	1	...	W'y	...	...	1	...	...	...
26	...	1 80	...	...	1	...	W'y	...	...	1	...	...	...
27	...	1 80	...	...	1	...	W'y	...	...	1	...	...	...
28	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
29	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
30	...	1 90	...	...	1	...	W'y	...	...	1	...	...	...
31	...	2 00	...	...	1	...	W'y	...	...	1	...	...	...
32	...	1 70	...	...	1	...	W'y	...	...	1	...	...	...
33	...	1 80	...	...	1	...	W'y	...	...	1	...	...	...
34	...	1 80	...	...	1	...	W'y	...	...	1	...	...	...

* Foreman.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office number.	Daily wages.		Work by—		When paid.	Rate paid for over-time.	Married.	Single.	Children.						
			Time.	Piece.					Per family.	At school.	At work under 15 years.				
Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.
CONDUCTORS, STREET RAILWAY.															
1	\$2 00	.....	1	.....	Mo.	.....	.....	1	.....	.....	2	.....	.....	.....
2	*2 40	.....	1	.....	Mo.	.....	.....	1	.....	.....	3	.....	.....	.....
3	*2 40	.....	1	.....	Mo.	.....	.....	1	.....	.....	3	.....	1	.....
4	*2 40	.....	1	.....	Mo.	.....	.....	1	.....	.....	1	.....	.....	.....
5	*2 40	.....	1	.....	Mo.	.....	.....	1	.....	.....	2	.....	.....	.....
6	*2 40	.....	1	.....	Mo.	.....	.....	1	.....	.....	1	.....	.....	.....
7	*2 40	.....	1	.....	Mo.	.....	.....	1	.....	.....	.....	.....	.....	.....
8	*2 40	.....	1	.....	Mo.	.....	.....	1	.....	.....	.....	.....	.....	.....
9	2 00	.....	1	.....	Mo.	.....	.....	1	.....	.....	.....	.....	.....	.....
10	1 50	.....	1	.....	S-m	.....	.....	1	.....	.....	1	.....	.....	.....
11	1 50	.....	1	.....	S-m	.....	.....	.....	.....	1	.....	.....	.....	.....
12	*2 40	.....	1	.....	Mo.	.....	.....	.....	.....	1	.....	.....	.....	.....

DRIVERS, STREET RAILWAY.																	
1	.....	\$1 20	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	3	.....	1	.....
2	.....	1 16	.....	1	.....	.....	S-m	.....	.....	1	.....	.....	.....	3	.....	.....	1
3	.....	1 16	.....	1	.....	.....	S-m	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
4	.....	1 16	.....	1	.....	.....	S-m	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
5	.....	1 16	.....	1	.....	.....	S-m	.....	.....	.....	1	.....	.....	.....	.....	.....	.....

ENGINEERS, STATIONARY.																	
1	.....	\$2 16	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	4	.....	3	.....
2	.....	1 60	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	.....	1	.....	.....	.....
3	.....	2 50	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	3	.....	1	.....
4	.....	2 50	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	6	.....	4	.....
5	.....	2 16	.....	1	.....	.....	W'y	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
6	.....	2 00	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	1	.....	.....	.....
7	.....	2 00	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	4	.....	2	.....
8	.....	1 50	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	3	.....	2	.....

FIREMEN, STATIONARY.																	
1	.....	\$2 00	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	5	.....	1	.....
2	.....	1 62	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	1	.....	.....	.....
3	.....	1 50	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	1	.....	.....	.....
4	.....	1 50	.....	1	.....	.....	Mo.	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
5	.....	1 75	.....	1	.....	.....	Mo.	.....	.....	.....	1	.....	.....	.....	.....	.....	.....

FREIGHT HANDLERS.																	
1	.....	\$1 25	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	5	.....	.....	1
2	.....	1 25	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	4	.....	1	.....
3	.....	1 25	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	2	.....	.....	.....
4	.....	1 75	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	3	.....	1	.....
5	.....	1 25	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	3	.....	.....	1

GRIPMEN, STREET RAILWAY.																	
1	.....	\$2 40	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	3	.....	1	.....
2	.....	2 40	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	3	.....	.....	.....
3	.....	2 40	.....	1	.....	.....	Mo.	.....	.....	1	.....	.....	.....	4	.....	2	.....
4	.....	2 40	.....	1	.....	.....	Mo.	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
5	.....	2 40	.....	1	.....	.....	Mo.	.....	.....	.....	1	.....	.....	.....	.....	.....	.....

* On cable cars.

† Foreman.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office number.		Daily wages.		Work by—		When paid.		Rate paid for over-time.		Married.		Single.		Children.					
				Time.	Piece.									Per family.	At school.	At work under 15 years.			
Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.		
HARNESSMAKERS.																			
1	1	\$2 25	\$1 75	1	1	...	...	W'y	W'y	1½	...	1	1	...	...	4	2
2	2	2 50	1 80	1	1	...	...	W'y	W'y	1½	...	1	1	...	...	3	2
3	3	2 00	2 10	1	1	...	...	W'y	W'y	1½	...	1	1	...	...	2	1
4	4	2 10	2 00	1	1	...	...	W'y	W'y	1½	...	1	1	...	...	2	1
...	5	...	1 80	...	1	...	...	W'y	W'y	...	1½	...	...	...	1	...	...
...	6	...	1 80	...	1	...	...	W'y	W'y	...	1½	...	...	...	1	...	...
...	7	...	1 66	...	1	...	...	W'y	W'y	...	1½	...	...	...	1	...	...
...	8	...	1 70	...	1	...	...	W'y	W'y	...	1½	...	...	...	1	...	...
...	9	...	1 75	...	1	...	...	W'y	W'y	...	1½	...	...	...	1	...	...
HORSESHOERS.																			
1	1	\$3 00	\$2 66	1	1	...	...	W'y	W'y	...	1½	1	1	...	...	6	4
2	2	2 75	2 66	1	1	...	...	W'y	W'y	...	1½	1	1	...	...	6	3
3	3	2 50	...	1	...	...	...	W'y	...	...	...	1	...	...	...	2	...
LABORERS.																			
...	1	...	\$1 75	...	1	...	...	M'y	...	1½	...	1	...	...	...	2	...
...	2	...	1 50	...	1	...	...	M'y	...	1½	...	1	...	...	...	1	...
...	3	...	*2 00	...	1	...	...	S-m	...	...	...	1	...	...	...	6	...
...	4	...	1 25	...	1	...	...	M'y	...	...	...	1	...	...	...	...	2
...	5	...	1 50	...	1	...	...	M'y	...	...	...	1	...	...	...	1	...
...	6	...	...	...	1	...	...	M'y	...	...	...	1	...	...	...	4	...
...	7	...	1 50	...	1	...	...	M'y	...	1½	...	1	...	...	...	1	...
...	8	...	1 25	...	1	...	...	M'y	...	...	...	1	...	...	...	6	...
...	9	...	1 25	...	1	...	...	M'y	...	...	...	1	...	...	...	...	1
...	10	...	1 25	...	1	...	...	M'y	...	...	...	1	...	...	...	3	...
...	11	...	1 50	...	1	...	...	W'y	...	...	...	1	...	...	...	2	...
...	12	...	1 50	...	1	...	...	W'y	...	...	...	1	...	...	...	...	2
...	13	...	1 50	...	1	...	...	M'y	...	...	...	1	...	...	...	6	...
...	14	...	1 42	...	1	...	...	M'y	...	...	...	...	...	...	1	...	3
...	15	...	1 50	...	1	...	...	M'y	...	...	...	...	...	...	1	...	...
...	16	...	1 75	...	1	...	...	M'y	...	1½	...	...	...	...	1	...	...
...	17	...	1 72	...	1	...	...	M'y	...	...	...	1	...	...	...	...	3
...	18	...	1 15	...	1	...	...	M'y	...	1½	...	1	...	...	...	2	...
...	19	...	1 10	...	1	...	...	M'y	...	...	...	1	...	...	...	2	...
...	20	...	1 20	...	1	...	...	M'y	...	...	...	1	...	...	...	3	...
...	21	...	1 20	...	1	...	...	M'y	...	...	...	1	...	...	...	4	...
...	22	...	1 75	...	1	...	...	W'y	...	...	...	1	...	...	...	5	...
MACHINISTS.																			
1	1	\$2 50	\$2 00	1	1	...	...	W'y	M'y	1½	...	1	1	...	...	3	3
2	2	2 50	2 60	1	1	...	...	W'y	W'y	1½	1½	1	1	...	...	2	5
3	3	2 75	2 50	1	1	...	...	W'y	W'y	...	1½	1	1	...	...	3	5
4	4	2 50	3 00	1	1	...	...	W'y	W'y	1½	1½	1	1	...	...	2	6
5	5	2 75	2 62	1	1	...	...	W'y	W'y	1½	1½	1	1	...	...	5	4
6	6	2 60	2 50	1	1	...	...	W'y	M'y	1½	1½	1	1	...	...	5	6
7	7	2 50	2 43	1	1	...	...	W'y	M'y	1½	1½	1	1	...	...	3	3
8	8	2 43	2 43	1	1	...	...	M'y	M'y	1½	1½	1	1	...	...	3	2
9	9	2 50	2 43	1	1	...	...	W'y	M'y	1½	1½	1	1	...	...	2	4
10	10	2 50	2 43	1	1	...	...	W'y	M'y	1½	1½	1	1	...	...	2	4
11	11	2 50	2 43	1	1	...	...	W'y	M'y	1½	1½	1	1	...	...	...	5
12	12	2 50	*3 25	1	1	...	...	W'y	W'y	1½	...	1	1	...	...	6	2
13	13	*3 25	*3 00	1	1	...	...	W'y	W'y	...	...	1	1	...	...	3	4
14	14	2 70	3 00	1	1	...	...	W'y	W'y	1½	1½	1	1	...	...	5	6
15	15	2 75	2 50	1	1	...	...	W'y	W'y	1½	1½	1	1	...	...	4	3
16	16	2 50	*3 00	1	1	...	...	W'y	W'y	1½	...	1	1	...	...	4	3

* Foreman.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office num- ber.	Daily wages.		Work by—		When paid.	Rate paid for over- time.		Mar- ried.	Single.	Children.				
			Time.	Piece.						Per family.	At school.	At work under 15 years.		
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	

MACHINISTS—concluded.

17	17	\$3 00	\$2 60	1	1	.....	.....	W'y	W'y	1 1/2	1 1/2	1	1	.....	.....	5	2	3	1	1	.....
18	18	2 50	2 55	1	1	.....	.....	W'y	W'y	1 1/2	1 1/2	1	1	.....	.....	3	3	2	1	.....	.....
19	19	2 50	2 25	1	1	.....	.....	W'y	W'y	1 1/2	1 1/2	1	1	.....	.....	2	2	2	.....	.....	.....
20	20	2 25	2 25	1	1	.....	.....	W'y	W'y	1 1/2	1 1/2	.....	1	.....	.....	.....	1	.....	.....	.....	.....
21	21	2 25	2 25	1	1	.....	.....	W'y	W'y	1 1/2	1 1/2	.....	1	.....	.....	.....	2	.....	.....	.....	.....
22	22	2 50	2 50	1	1	.....	.....	W'y	W'y	1 1/2	1 1/2	.....	1	.....	.....	.....	3	.....	1	.....	.....
23	23	2 50	2 50	1	1	.....	.....	W'y	W'y	1 1/2	1 1/2	.....	1	.....	.....	.....	2	.....	1	.....	.....
24	24	2 43	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	2	.....	.....	.....	.....
25	25	2 43	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	2	.....	2	.....	.....
26	26	2 12	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	1	.....	.....	.....	.....
27	27	2 57	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	3	.....	1	.....	.....
28	28	2 62	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	6	.....	4	.....	1
29	29	2 50	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	3	.....	1	.....	.....
30	30	2 47	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	3	.....	.....	.....	.....
31	31	2 50	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	2	.....	.....	.....	.....
32	32	2 50	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	3	.....	1	.....	.....
33	33	2 60	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	5	.....	3	.....	1
34	34	2 43	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
35	35	2 43	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
36	36	2 12	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
37	37	2 12	.....	1	1	.....	.....	M'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
38	38	2 30	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
39	39	2 25	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
40	40	2 50	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
41	41	2 50	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
42	42	2 50	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
43	43	2 75	.....	1	1	.....	.....	W'y	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
44	44	2 25	.....	1	1	.....	.....	S-m	.....	1 1/2	1 1/2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
45	45	1 75	.....	1	1	.....	.....	M'y	.....	.....	.....	.....	1	.....	.....	.....	2	.....	.....	.....	.....
46	46	1 75	.....	1	1	.....	.....	M'y	.....	.....	.....	.....	1	.....	.....	.....	5	.....	2	.....	.....
47	47	2 25	.....	1	1	.....	.....	M'y	.....	.....	.....	.....	1	.....	.....	.....	2	.....	.....	.....	.....
48	48	2 25	.....	1	1	.....	.....	M'y	.....	.....	.....	.....	1	.....	.....	.....	1	.....	1	.....	.....
49	49	2 50	.....	1	1	.....	.....	W'y	.....	.....	.....	.....	1	.....	.....	.....	3	.....	2	.....	.....
50	50	3 00	.....	1	1	.....	.....	W'y	.....	.....	.....	.....	1	.....	.....	.....	2	.....	.....	.....	.....
51	51	2 75	.....	1	1	.....	.....	W'y	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....

MOTORNEERS, STREET RAILWAY.

1	1	.....	\$1 33	.....	1	.....	.....	S-m	.....	.....	.....	1	.....	.....	.....	.....	4	.....	2	.....	.....
2	2	.....	1 33	.....	1	.....	.....	S-m	.....	.....	.....	1	.....	.....	.....	.....	1	.....	.....	.....	.....

MOLDERS.

1	1	\$2 25	\$4 00*	1	1	.....	.....	W'y	W'y	.....	.....	1	1	.....	.....	4	4	2	.....	.....	.....
2	2	2 50	3 75*	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	3	5	3	1	.....	.....
3	3	2 50	2 75	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	5	7	3	3	1	2
4	4	2 50	2 75	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	5	6	3	3	1	1
5	5	2 75	2 50	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	3	3	3	1	.....	.....
6	6	2 50	2 50	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	3	1	2	1	.....	.....
7	7	2 50	2 50	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	4	4	2	2	.....	.....
8	8	2 75	2 50	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	6	3	2	2	1	.....
9	9	3 00	2 25	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	6	.....	1	.....	1	.....
10	10	2 25	2 75	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	.....	5	.....	3	.....	1
11	11	2 50	2 50	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	.....	2	1	1	.....	.....
12	12	2 50	2 50	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	.....	3	.....	2	.....	.....
13	13	2 50	2 50	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	.....	4	.....	2	.....	1
14	14	2 50	2 75	.....	1	1	.....	W'y	W'y	.....	.....	1	1	.....	.....	.....	4	.....	2	.....	1

* Foreman.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office number.	Daily wages.	Work by—		When paid.	Rate paid for over-time.	Married.	Single.	Children.		
		Time.	Piece.					Per family.	At school.	At work under 15 years.
Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Non-union.

MOLDERS—concluded.

15	15	\$2 75	\$2 50	1	.....	1	W'y	W'y	.....	1	.....	3	2	.....	.....
16	16	3 00	2 50	1	.....	1	W'y	W'y	.....	1	.....	5	2	5	.....
17	17	2 75	2 50	1	.....	1	W'y	W'y	.....	1	.....	2	.....	1	.....
18	18	2 65	2 50	1	.....	1	W'y	W'y	.....	1	.....	.....	.....	.....	.....
19	.....	2 50	.....	.....	.....	1	.....	W'y	.....	.....	1	.....	.....	.....	.....
20	.....	2 50	.....	.....	.....	1	.....	W'y	.....	.....	1	.....	.....	.....	.....
21	.....	2 50	.....	.....	.....	1	.....	W'y	.....	.....	1	.....	.....	.....	.....
22	.....	2 50	.....	.....	.....	1	.....	W'y	.....	.....	1	.....	.....	.....	.....
23	.....	2 50	.....	.....	.....	1	.....	W'y	.....	.....	1	.....	.....	.....	.....

PACKING-HOUSE EMPLOYÉS.

NOTE.—Office number as follows: No. 1, weigher; Nos. 2, 3, 4, 5, and 6, car-packers; No. 7, salter; No. 8, car-packer; No. 9, trimmer; No. 10, car-packer; No. 11, trimmer.

1	.....	\$2 00	.....	1	.....	.....	W'y	.....	.....	1	.....	3	.....	1	.....
2	.....	1 65	.....	1	.....	.....	W'y	.....	.....	1	.....	2	.....	2	.....
3	.....	1 50	.....	1	.....	.....	W'y	.....	.....	1	.....	4	.....	2	.....
4	.....	1 75	.....	1	.....	.....	W'y	.....	.....	1	.....	2	.....	.....	.....
5	.....	1 75	.....	1	.....	.....	W'y	.....	.....	1	.....	3	.....	1	.....
6	.....	2 00	.....	1	.....	.....	W'y	.....	.....	1	.....	1	.....	.....	.....
7	.....	1 75	.....	1	.....	.....	W'y	.....	.....	1	.....	2	.....	.....	.....
8	.....	1 75	.....	1	.....	.....	W'y	.....	.....	1	.....	3	.....	1	.....
9	.....	1 65	.....	1	.....	.....	W'y	.....	.....	1	.....	4	.....	2	.....
10	.....	1 50	.....	1	.....	.....	W'y	.....	.....	1	.....	5	.....	2	.....
11	.....	1 90	.....	1	.....	.....	W'y	.....	.....	.....	1	.....	.....	.....	2

PACKERS, SALT FACTORY.

1	.....	\$1 40	.....	1	.....	Mo.	.....	1	.....	.....	2	.....	.....	.....	.....
2	.....	1 50	.....	1	.....	Mo.	.....	1	.....	.....	5	.....	3	.....	.....
3	.....	1 40	.....	1	.....	Mo.	.....	.....	1	.....	.....	.....	.....	.....	.....

PACKERS, STARCH FACTORY.

1	.....	\$1 66	.....	1	.....	S-m	.....	1	.....	.....	3	.....	1	.....	.....
2	.....	1 66	.....	1	.....	S-m	.....	1	.....	.....	2	.....	.....	.....	.....

PAVERS, STREET WORK.

1	.....	\$1 75	.....	1	.....	S-m	.....	1	.....	.....	3	.....	2	.....	.....
2	.....	1 50	.....	1	.....	S-m	.....	1	.....	.....	6	.....	2	.....	2
3	.....	1 50	.....	1	.....	S-m	.....	1	.....	.....	3	.....	1	.....	.....
4	.....	1 75	.....	1	.....	S-m	.....	1	.....	.....	6	.....	3	.....	.....
5	.....	1 50	.....	1	.....	S-m	.....	1	.....	.....	5	.....	2	.....	1
6	.....	1 50	.....	1	.....	S-m	.....	1	.....	.....	4	.....	2	.....	.....
7	.....	1 50	.....	1	.....	S-m	.....	.....	1	.....	.....	.....	.....	.....	.....
8	.....	1 50	.....	1	.....	S-m	.....	.....	1	.....	.....	.....	.....	.....	.....

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office num- ber.	Daily wages.		Work by—		When paid.	Rate paid for over- time.		Mar- ried.	Single.		Children.						
			Time.	Piece.							Per family.	At school.	At work under 15 years.				
	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.			
1	2	\$2 50	\$1 88	1	1	...	...	1	1	...	...	1	2	...	1	...	...
2	2	2 20	2 67	1	1	...	...	1	1	...	...	3	6	1	3	...	...
3	3	2 15	2 37	1	1	...	...	1	1	...	...	3	2	2	3	...	...
4	4	2 50	*3 00	1	1	...	...	1	1	...	...	3	5	2	3	...	...
5	5	2 20	*3 00	1	1	...	...	1	1	...	...	3	5	2	3	...	...
6	6	*4 00	2 50	1	1	...	...	1	1	...	...	3	3	3	3	...	1
7	7	2 75	2 75	1	1	...	...	1	1	...	...	4	4	2	2	...	...
8	8	2 50	2 50	1	1	...	...	1	1	...	...	1	3	1	3	...	...
9	9	2 50	2 00	1	1	...	...	1	1	...	...	3	2	3	1	...	...
10	10	2 50	2 00	1	1	...	...	1	1	...	...	2	2	...	...	...	...
11	11	*3 00	2 25	1	1	...	...	1	1	...	...	2	2	...	...	...	...
12	12	2 50	2 30	1	1	...	...	1	1	...	...	2	...	...	...	...	...
13	13	2 50	1 75	1	1	...	...	1	1	...	...	4	3	2	1	...	...
...	14	...	2 25	...	1	...	...	...	...	...	...	2	2	...	...	...	...
...	15	...	2 25	...	1	...	...	...	...	...	...	...	2	...	...	...	...
...	16	...	2 25	...	1	...	...	...	...	...	...	...	2	...	...	...	...
...	17	...	2 00	...	1	...	...	...	...	...	...	...	1	...	...	...	...
...	18	...	2 50	...	1	...	...	...	...	...	...	...	2	...	...	...	...
...	19	...	1 75	...	1	...	...	...	...	...	...	...	...	...	...	...	...
...	20	...	1 88	...	1	...	...	...	...	...	...	...	2	...	...	...	...
...	21	...	1 70	...	1	...	...	...	...	...	...	...	...	...	...	...	...
...	22	...	2 25	...	1	...	...	...	...	...	...	...	3	...	1	...	...
...	23	...	2 00	...	1	...	...	...	...	...	...	...	1	...	...	...	...
...	24	...	2 00	...	1	...	...	...	...	...	...	...	2	...	...	...	1
...	25	...	2 00	...	1	...	...	...	...	...	...	...	5	...	3	...	...
...	26	...	1 75	...	1	...	...	...	...	...	...	...	3	...	1	...	...
...	27	...	2 25	...	1	...	...	...	...	...	...	...	4	...	1	...	...
...	28	...	2 50	...	1	...	...	...	...	...	...	...	4	...	1	...	...
...	29	...	2 00	...	1	...	...	...	1	...	...	...	4	...	...	...	...
...	30	...	2 15	...	1	...	...	...	...	...	1	...	...	...	...	...	...
...	31	...	2 00	...	1	...	...	...	...	...	1	...	...	...	...	...	...
...	32	...	1 70	...	1	...	...	...	...	...	1	...	...	...	...	...	...
...	33	...	2 25	...	1	...	...	...	...	...	1	...	...	...	...	...	...

PAINTERS.																	
1	2	\$2 50	\$1 88	1	1	...	M'y	M'y	...	1	1	...	...	1	2	...	...
2	2	2 20	2 67	1	1	...	M'y	W'y	1½	1	1	...	...	1	6	1	...
3	3	2 15	2 37	1	1	...	W'y	M'y	1½	1	1	...	...	1	2	2	...
4	4	2 50	*3 00	1	1	...	M'y	W'y	...	1	1	...	...	1	5	2	...
5	5	2 20	*3 00	1	1	...	W'y	W'y	...	1	1	...	...	1	5	2	...
6	6	*4 00	2 50	1	1	...	M'y	W'y	...	1	1	...	...	3	3	3	...
7	7	2 75	2 75	1	1	...	W'y	M'y	...	1	1	...	...	4	4	2	...
8	8	2 50	2 50	1	1	...	W'y	W'y	1½	1	1	...	...	1	3	1	...
9	9	2 50	2 00	1	1	...	M'y	M'y	...	1	1	...	...	3	2	3	...
10	10	2 50	2 00	1	1	...	W'y	W'y	...	1	1	...	...	2	2	...	...
11	11	*3 00	2 25	1	1	...	W'y	W'y	...	1	1	...	...	2	...	...	...
12	12	2 50	2 30	1	1	...	W'y	W'y	...	1	1	...	...	2	...	...	...
13	13	2 50	1 75	1	1	...	W'y	W'y	2	1	1	...	...	4	3	2	...
...	14	...	2 25	...	1	...	...	W'y	...	...	...	...	...	2	2	...	...
...	15	...	2 25	...	1	...	...	W'y	...	...	...	...	...	...	2	...	...
...	16	...	2 25	...	1	...	...	W'y	...	...	...	...	...	...	2	...	...
...	17	...	2 00	...	1	...	...	M'y	...	...	...	...	...	...	1	...	...
...	18	...	2 50	...	1	...	...	W'y	...	...	...	...	...	...	2	...	...
...	19	...	1 75	...	1	...	...	M'y	...	...	...	...	...	...	...	...	...
...	20	...	1 88	...	1	...	...	M'y	...	...	...	...	...	...	2	...	...
...	21	...	1 70	...	1	...	...	M'y	...	...	...	...	...	...	...	...	...
...	22	...	2 25	...	1	...	...	W'y	...	...	...	...	...	...	3	...	...
...	23	...	2 00	...	1	...	...	M'y	...	...	...	...	...	...	1	...	...
...	24	...	2 00	...	1	...	...	M'y	...	...	...	...	...	...	2	...	...
...	25	...	2 00	...	1	...	...	M'y	...	...	...	...	...	...	1	...	...
...	26	...	1 75	...	1	...	...	M'y	...	...	...	...	...	...	5	...	...
...	27	...	2 25	...	1	...	...	M'y	...	...	...	...	...	...	3	...	...
...	28	...	2 50	...	1	...	...	W'y	...	...	...	...	...	...	4	...	...
...	29	...	2 00	...	1	...	...	W'y	...	1	...	...	...	...	4	...	...
...	30	...	2 15	...	1	...	...	W'y	...	...	...	1	...	...	...	...	...
...	31	...	2 00	...	1	...	...	M'y	...	...	...	1	...	...	...	...	...
...	32	...	1 70	...	1	...	...	M'y	...	...	...	1	...	...	...	...	...
...	33	...	2 25	...	1	...	...	M'y	...	...	...	1	...	...	...	...	...

PAINTERS.

PLANING-MILL EMPLOYÉS.

1		\$1 76	...	1	...	...	M'y	...	...	1	...	...	2	...
2		1 75	...	1	...	...	M'y	...	...	1	...	...	...	...
3		1 75	...	1	...	...	W'y	...	...	1	...	...	...	...
4		3 00	...	1	...	...	M'y	...	...	1	...	...	1	...
5		1 92	...	1	...	...	M'y	...	...	1	...	...	1	...
6		3 00	...	1	...	...	M'y	...	...	1	...	...	...	...
7		2 25	...	1	...	...	M'y	...	...	1	...	...	...	...
8		1 92	...	1	...	...	M'y	...	...	1	...	...	...	...
9		1 92	...	1	...	...	M'y	...	...	1	...	...	...	...
10		2 00	...	1	...	...	M'y	...	...	1	...	...	3	...
11		1 80	...	1	...	...	M'y	...	...	1	...	...	1	...
12		1 20	...	1	...	...	M'y	...	...	1	...	...	...	...
13		2 00	...	1	...	...	M'y	...	...	1	...	...	2	...
14		2 00	...	1	...	...	M'y	...	...	1	...	...	6	...
15		2 00	...	1	...	...	M'y	...	...	1	...	...	4	...
16		2 25	...	1	...	...	M'y	...	...	1	...	...	5	...
17		2 23	...	1	...	...	M'y	...	...	1	...	...	3	...
18		2 25	...	1	...	...	M'y	...	...	1	...	...	...	...
19		2 00	...	1	...	...	M'y	...	...	1	...	...	3	...

*Foreman.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office num- ber.	Daily wages.	Work by—		When paid.	Rate paid for over- time.	Mar- ried.	Single.	Children.		
		Time.	Piece.					Per family.	At school.	At work under 15 years.
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....

PLASTERERS.

1	1	\$3 00	\$2 90	1	1	.....	.....	W'y	W'y	1	1	.....	.....	9	4	4	1	1	.....
2	2	3 00	2 25	1	1	.....	.....	W'y	S-m	1½	1	1	.....	3	5	2	2	1	1
3	3	3 00	2 50	1	1	.....	.....	W'y	W'y	1½	1	1	.....	5	4	3	1	1	1
4	4	2 70	2 25	1	1	.....	.....	S-m	M'y	.....	1	1	.....	1	1	1	.....	.....	.....
5	5	3 00	3 00	1	1	.....	.....	S-m	W'y	.....	1	.....	1	4	2	.....	.....	.....	.....
6	6	3 00	*3 50	1	1	.....	.....	W'y	M'y	1½	1	1	.....	1	2	.....	2	.....	.....
7	7	2 75	2 50	1	1	.....	.....	S-m	M'y	.....	1	1	.....	.....	3	.....	2	.....	.....
8	.....	3 00	.....	1	.....	.....	.....	S-m	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
9	.....	2 50	.....	1	.....	.....	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
10	.....	2 75	.....	1	.....	.....	.....	W'y	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
11	.....	3 00	.....	1	.....	.....	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
12	.....	3 00	.....	1	.....	.....	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....

PLUMBERS.

1	1	\$2 50	\$3 00	1	1	.....	.....	W'y	W'y	1½	1½	1	1	.....	1	.....	.....	.....	.....
2	2	3 50	3 00	1	1	.....	.....	W'y	W'y	1½	1½	1	1	.....	4	3	2	1	1
3	3	3 50	3 00	1	1	.....	.....	W'y	W'y	1½	1½	1	1	.....	7	2	4	.....	1
4	4	3 00	2 50	1	1	.....	.....	W'y	M'y	.....	1½	1	.....	1	2	.....	.....	.....	.....
5	.....	2 50	.....	1	.....	.....	.....	W'y	.....	.....	1½	.....	1	.....	.....	.....	.....	.....	.....
6	.....	3 50	.....	1	.....	.....	.....	W'y	.....	.....	1½	.....	1	.....	.....	.....	.....	.....	.....
7	.....	3 00	.....	1	.....	.....	.....	W'y	.....	.....	1½	.....	1	.....	.....	.....	.....	.....	.....
8	.....	3 50	.....	1	.....	.....	.....	W'y	.....	.....	1½	.....	1	.....	.....	.....	.....	.....	.....
9	.....	3 50	.....	1	.....	.....	.....	W'y	.....	.....	1½	.....	1	.....	.....	.....	.....	.....	.....
10	.....	2 50	.....	1	.....	.....	.....	W'y	.....	.....	1½	.....	1	.....	.....	.....	.....	.....	.....

PRINTERS, MARRIED.

1	1	\$2 50	\$2 00	.....	1	1	.....	W'y	S-m	.....	1	1	.....	1	2	.....	.....	.....	.....
2	2	2 67	*2 33	1	1	.....	.....	W'y	S-m	1½	1	1	.....	2	3	.....	2	1	.....
3	3	2 50	2 00	1	1	.....	.....	W'y	S-m	1½	1	1	.....	3	4	3	2	.....	1
4	4	2 70	2 00	.....	1	1	.....	W'y	W'y	.....	1	1	.....	4	4	3	2	.....	1
5	5	2 80	1 50	.....	1	1	.....	W'y	W'y	.....	1	1	.....	4	4	3	1	.....	.....
6	.....	3 00	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	4	.....	3	.....	.....	.....
7	.....	2 50	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	2	.....	1	.....	.....	.....
8	.....	2 50	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....
9	.....	3 00	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....
10	.....	3 40	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	2	.....	.....	.....	.....	.....
11	.....	3 00	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	1	.....	1	.....	.....	.....
12	.....	2 50	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	1	.....	.....	.....	.....	.....
13	.....	2 50	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	2	.....	2	.....	.....	.....
14	.....	2 30	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
15	.....	2 30	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....
16	.....	3 70	.....	1	.....	.....	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
17	.....	2 50	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
18	.....	2 50	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	4	.....	1	.....	.....	.....
19	.....	2 50	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	1	.....	1	.....	.....	.....
20	.....	3 15	.....	.....	1	.....	.....	W'y	.....	1½	1	.....	.....	2	.....	2	.....	.....	.....
21	.....	3 25	.....	.....	1	.....	.....	W'y	.....	1½	1	.....	.....	4	.....	1	.....	1	.....
22	.....	3 00	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	3	.....	1	.....	.....	.....
23	.....	2 50	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	3	.....	.....	.....	.....	.....
24	.....	2 50	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	1	.....	.....	.....	.....	.....
25	.....	3 33	.....	1	.....	.....	.....	W'y	.....	1½	1	.....	.....	.....	.....	.....	.....	.....	.....
26	.....	2 50	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	5	.....	1	.....	3	.....
27	.....	2 50	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
28	.....	3 00	.....	1	.....	.....	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
29	.....	2 54	.....	.....	1	.....	.....	W'y	1½	.....	1	.....	.....	2	.....	1	.....	.....	.....
30	.....	2 75	.....	1	.....	.....	.....	W'y	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....
31	.....	2 70	.....	.....	1	.....	.....	W'y	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....

* Foreman.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office num- ber.	Daily wages.	Work by—		When paid.	Rate paid for over- time.	Mar- ried.	Single.	Children.		
		Time.	Piece.					Per family.	At school.	At work under 15 years.
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-					

PRINTERS, MARRIED—concluded.

32	.....	\$2 50	.....	1	.....	.....	W'y	1½	1	.....	.....	1	.....	.....
33	.....	2 50	.....	1	.....	.....	W'y	.....	1	.....	.....	1	.....	.....
34	.....	2 55	.....	1	.....	.....	W'y	.....	1	.....	.....	.....	.....	.....
35	.....	2 50	.....	1	.....	.....	W'y	1½	1	.....	.....	1	.....	.....
36	.....	2 83	.....	1	.....	.....	W'y	.....	1	.....	.....	3	.....	2
37	.....	2 80	.....	1	.....	.....	W'y	.....	1	.....	.....	4	.....	2
38	.....	3 00	.....	1	.....	.....	W'y	.....	1	.....	.....	3	.....	2
39	.....	3 00	.....	1	.....	.....	W'y	.....	1	.....	.....	4	.....	2
40	.....	3 50	.....	1	.....	.....	W'y	.....	1	.....	.....	4	.....	2
41	.....	3 25	.....	1	.....	.....	W'y	.....	1	.....	.....	.....	.....	.....
42	.....	3 00	.....	1	.....	.....	W'y	.....	1	.....	.....	5	.....	4
43	.....	2 70	.....	1	.....	.....	W'y	.....	1	.....	.....	4	.....	1
44	.....	3 00	.....	1	.....	.....	W'y	.....	1	.....	.....	2	.....	.....
45	.....	3 00	.....	1	.....	.....	W'y	.....	1	.....	.....	4	.....	2
46	.....	2 50	.....	1	.....	.....	W'y	1½	1	.....	.....	.....	.....	.....
47	.....	*3 00	.....	1	.....	.....	W'y	.....	1	.....	.....	2	.....	1
48	.....	2 80	.....	1	.....	.....	W'y	.....	1	.....	.....	1	.....	.....
49	.....	3 00	.....	1	.....	.....	W'y	.....	1	.....	.....	1	.....	.....
50	.....	3 50	.....	1	.....	.....	W'y	.....	1	.....	.....	3	.....	.....
51	.....	4 00	.....	1	.....	.....	W'y	.....	1	.....	.....	.....	.....	.....
52	.....	3 25	.....	1	.....	.....	W'y	.....	1	.....	.....	2	.....	.....
53	.....	2 50	.....	1	.....	.....	W'y	.....	1	.....	.....	1	.....	.....
54	.....	2 50	.....	1	.....	.....	W'y	1½	1	.....	.....	4	.....	.....

*Foreman.

PRINTERS—UNMARRIED.

Office number.		Daily wages.		Work by—				When paid.		Rate paid for over-time.	
				Time.		Piece.					
Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.	Union	Non-union.
1	*1	\$3 00	\$1 00	.....	1	1	.....	Weekly..	Weekly.....	.....	.....
2	*2	3 50	1 25	.....	1	1	.....	Weekly..	Weekly.....	.....	.....
3	*3	3 50	1 50	.....	1	1	.....	Weekly..	Semi-monthly.	.....	.....
4	*4	3 00	1 66	.....	1	1	.....	Weekly..	Semi-monthly.	.....	.....
5	5	2 50	2 00	.....	1	1	.....	Weekly..	Weekly.....	.....	.....
6	6	2 50	2 00	1	1	.....	.....	Weekly..	Semi-monthly.	1½	.....
7	*7	2 50	85	1	1	.....	.....	Weekly..	Weekly.....	1½	.....
8	8	2 50	1 50	1	1	.....	.....	Weekly..	Weekly.....	1½	.....
9	9	2 60	1 20	1	1	.....	.....	Weekly..	Weekly.....	1½	.....
10	.....	2 80	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
11	.....	2 50	.....	1	.....	.....	.....	Weekly..	.....	1½	.....
12	.....	2 25	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
13	.....	3 00	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
14	.....	2 75	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
15	.....	2 75	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
16	.....	2 50	.....	1	.....	.....	.....	Weekly..	.....	1½	.....
17	.....	2 50	.....	1	.....	.....	.....	Weekly..	.....	1½	.....
18	.....	3 45	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
19	.....	3 20	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
20	.....	3 00	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
21	.....	2 00	.....	.....	.....	1	.....	Weekly..	.....	.....	.....
22	.....	2 50	.....	.....	.....	1	.....	Weekly..	.....	1½	.....

*Females.

TABLE II—CONTINUED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

Office num- ber.	Daily wages.		Work by—		When paid.	Rate paid for over- time.		Mar- ried.	Single.		Children.						
			Time.	Piece.							Per family.	At school.	At work under 15 years.				
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.		
BAKERS, SALT FACTORY.																	
.....	1	.....	\$1 50	.....	1	.....	M'y	.....	1	.....	.....	2	.....	1	.....	1
.....	2	.....	1 50	.....	1	.....	M'y	.....	1	.....	.....	5	.....	3	.....	.....
.....	3	.....	1 50	.....	1	.....	M'y	.....	1	.....	.....	3	.....	.....	.....	.....
.....	4	.....	1 50	.....	1	.....	M'y	.....	1	.....	.....	3	.....	1	.....	.....
.....	5	.....	1 50	.....	1	.....	M'y	.....	.....	1	.....	.....	.....	.....	.....	.....
.....	6	.....	1 50	.....	1	.....	M'y	.....	.....	1	.....	.....	.....	.....	.....	.....
SHIRTMAKERS, WOMEN.																	
.....	1	.....	\$1 00	.....	1	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....
.....	2	.....	75	.....	1	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....
.....	3	.....	50 to 75	.....	1	.....	W'y	.....	.....	1	.....	.....	.....	.....	.....	.....
.....	4	.....	1 00	.....	1	.....	W'y	.....	1	.....	.....	1	.....	1	.....	.....
SHOEMAKERS.																	
.....	1	.....	\$2 00	.....	1	.....	W'y	.....	1½	.....	1	.....	3	.....	2	.....
.....	2	.....	*2 50	.....	1	.....	W'y	.....	.....	1	.....	3	.....	3	.....	.....
.....	3	.....	2 00	.....	1	.....	W'y	.....	.....	1	.....	3	.....	1	.....	.....
.....	4	.....	1 80	.....	1	.....	W'y	.....	.....	1	.....	3	.....	3	.....	.....
.....	5	.....	1 75	.....	1	.....	W'y	.....	.....	1	.....	1	.....	1	.....	.....
.....	6	.....	2 00	.....	1	.....	W'y	.....	.....	1	.....	4	.....	2	.....	.....
.....	7	.....	1 75	.....	1	.....	W'y	.....	.....	1	.....	5	.....	1	.....	.....
.....	8	.....	2 00	.....	1	.....	W'y	.....	.....	.....	1	.....	.....	.....	.....	.....
.....	9	.....	1 70	.....	1	.....	W'y	.....	1½	.....	.....	.....	.....	.....	.....	.....
SMELTER EMPLOYÉS.																	
.....	1	.....	\$1 50	.....	1	.....	M'y	.....	.....	1	.....	7	.....	2	.....	1
.....	2	.....	2 50	.....	1	.....	M'y	.....	.....	1	.....	3	.....	2	.....	.....
.....	3	.....	2 00	.....	1	.....	S-m	.....	.....	1	.....	3	.....	1	.....	.....
.....	4	.....	2 00	.....	1	.....	S-m	.....	.....	1	.....	6	.....	3	.....	.....
.....	5	.....	2 50	.....	1	.....	S-m	.....	.....	1	.....	3	.....	1	.....	.....
.....	6	.....	2 20	.....	1	.....	S-m	.....	.....	1	.....	5	.....	3	.....	.....
.....	7	.....	1 80	.....	1	.....	S-m	.....	.....	1	.....	4	.....	2	.....	.....
.....	8	.....	1 80	.....	1	.....	S-m	.....	.....	1	.....	1	.....	.....	.....	.....
.....	9	.....	1 80	.....	1	.....	S-m	.....	.....	1	.....	4	.....	2	.....	.....
.....	10	.....	1 80	.....	1	.....	S-m	.....	.....	.....	1	.....	.....	.....	.....	.....
STONECUTTERS.																	
1	2	\$3 15	\$3 25	1	1	S-m	S-m	1	1	4	2	1	1
2	3	3 15	3 50	1	1	S-m	S-m	1	1	6	2
3	3	3 60	3 00	1	1	S-m	W'y	1½	1	1	2	3	1
4	4	3 60	3 25	1	1	S-m	S-m	1	1	3	3	2
5	5	5 00	3 25	1	1	S-m	S-m	1	1	3	5	3	2
6	6	3 50	3 50	1	1	S-m	S-m	1	1	3	5	1	1
7	7	3 15	3 50	1	1	S-m	S-m	1	1	4	7	1	2
8	8	3 65	2 60	1	1	S-m	S-m	1	1	3	5	1	2
9	9	3 60	2 60	1	1	S-m	S-m	1	1	6	3	2	1
10	10	3 60	3 00	1	1	S-m	M'y	1	1	1	2	1
11	11	3 60	3 50	1	1	S-m	S-m	1	1	3
12	3 60	1	S-m	1	2
13	3 60	1	S-m	1	4	3
14	3 60	1	S-m	1	2
15	3 60	1	S-m	1	3	1
16	3 60	1	S-m	1
17	3 60	1	S-m	1

* Foreman.

TABLE II — CONCLUDED.

SHOWING wages, number time and piece workers, time of wage payments, rate paid for over-time, conjugal condition, children at school and at work, for each individual reporting.

[illegible]

STONEMASONS.

1	1	\$3 50	\$3 00	1	1		W'y	W'y	1 $\frac{1}{2}$	1	1			7	5	4	3	2	
2	2	3 25	3 25	1	1		W'y	W'y		1	1								
3	3	3 50	3 00	1	1		W'y	W'y		1	1			5	4	3	2	1	
4	4	3 50	3 25	1	1		W'y	W'y		1	1			3	3	2	2		
5	5	3 50	3 25	1	1		W'y	W'y		1	1			2	5	2	2		1
6	6	3 25	3 00	1	1		W'y	W'y	1 $\frac{1}{2}$	1	1			3	6	2	2		1
7	7	3 50	3 00	1	1		W'y	Mo.	1 $\frac{1}{2}$	1	1			5	4	3	2	1	
8	8	3 25	3 00	1	1		W'y	W'y		1	1			4	4	3	2		
9	9	3 25	2 50	1	1		W'y	W'y	1 $\frac{1}{2}$	1	1			2	1				
10	10	3 25	2 50	1	1		W'y	W'y	1 $\frac{1}{2}$	1	1			3	4	2	4		
11	11	3 75	2 50	1	1		W'y	W'y		1	1			4	4	2	2	1	
12	12	3 00	2 50	1	1		W'y	W'y	1 $\frac{1}{2}$			1	1						
13	13	3 00	3 00	1	1		W'y	W'y	1 $\frac{1}{2}$	1 $\frac{1}{2}$		1	1						
14	14	3 25	3 00	1	1		W'y	W'y			1	1							
15	15	3 00	3 00	1	1		S-m	W'y		1		1	2		2				
16	16	3 00	3 00	1	1		W'y	W'y	1 $\frac{1}{2}$	1	1		1	3				1	
17	17	3 00	3 00	1	1		W'y	W'y	1 $\frac{1}{2}$	1	1		4	3	3		2		
18	18	3 00	3 00	1	1		W'y	W'y		1	1		3	2			1		
19	19	3 00	3 00	1	1		Mo.	W'y			1	1		3			2		
...	20		3 00		1			Mo.			1								2
...	21		2 00		1			W'y					1						
...	22		3 00		1			W'y			1								
...	23		3 00		1			W'y			1								

SWITCHMAN.

1	...	\$2.50	1	Mo.	1
---	-----	--------	-------	---	-----	-------	-----	-------	-------	-------	-------	---	-------	-------	-------	-------	-------	-------	-------

TAILORS.

1		\$2 50	\$1 90	1			1	W ^y	W ^y		1	1		4	6	2	2	1
2	1	2 00	2 00			1	1	Mo.	W ^y		1	1	1	3		1		
3	2	2 10				1		W ^y	W ^y					5		3		
4		2 00				1		W ^y						3				
5		1 75				1		W ^y						4		1		
6		2 25				1		W ^y						6		4		
7		2 00				1		W ^y						4		1		
8		2 00				1		W ^y			1			1				
9		2 25				1		W ^y				1						
10		2 00				1		W ^y				1						
11		2 00				1		W ^y				1						

TINNERS.

1	1	\$2 30	\$2 00	1	1	...	Mo.	W'y	1½	...	1	1	...	...	2	2	...	1	...	...
2	2	...	1 35	...	1	...	...	W'y	...	...	1	1	...	...	...	...	...	...	...	...
3	3	...	2 50	...	1	...	...	Mo.	...	...	1	1	...	...	5	5	...	3	...	1
4	4	...	2 25	...	1	...	...	W'y	...	...	1	1	...	...	3	3	...	2	...	...
5	5	...	1 75	...	1	...	...	W'y	...	...	1	1	...	...	4	4	...	2	...	...
6	6	...	2 75	...	1	...	...	W'y	...	...	1	1	...	...	3	3	...	2	...	...
7	7	...	1 90	...	1	...	...	Mo.	...	...	1	1	...	...	5	5	...	3	...	...
8	8	...	2 25	...	1	...	...	W'y	...	...	1	1	...	...	2	2	...	...	...	1
9	9	...	2 00	...	1	...	...	W'y	...	...	1	1	...	...	3	3	...	1	...	...
10	10	...	2 00	...	1	...	...	Mo.	...	...	1	1	...	...	7	7	...	1	...	...
11	11	...	1 90	...	1	...	...	Mo.	...	...	1	1	...	...	3	3	...	1	...	...
12	12	...	2 25	...	1	...	...	W'y	...	...	...	...	...	1	...	...	...	...	...	...

TABLE III—CONTINUED.

SHOWING number of homes owned and rented, number paid for, number making monthly payments and amount paid, number rooms rented and rent per month, mortgages and interest, and savings, for each individual.

Office num- ber.	Homes.								No. of rooms.				Rent per month.	Mortgages.				Savings, amount.		
	Own.		Rent.		Paid for.		Amount paid monthly.		Own.		Rent.			Amount.		An- nual inter- est.				
	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.		Union.....	Non-union.	Union.....	Non-union.			
CABINETMAKERS.																				
1	2	3	4	5	6	7				4	3						\$300	10		\$1,200
												4		\$10 00						
												2		8 00						
												4		8 00						
												2		9 00						50
												6		13 00						800
CAR BUILDERS.																				
1	2	3	4	5	6	7				6	6							6		\$500
											4								6	
CAR CLEANERS.																				
1	2	3	4	5				\$10 00		2			3		\$9 00		\$350	10	8	\$700
													2		5 00					400
													3		9 00					
CAR REPAIRERS.																				
1	2	3	4	5						5		4		\$10 00						\$250
										3			3		\$10 00					
													3		10 00					
CARPENTERS—MARRIED AND OWNING HOMES.																				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1</		

*Amount not stated.

TABLE III—CONTINUED.

SHOWING number of homes owned and rented, number paid for, number making monthly payments and amount paid, number rooms rented and rent per month, mortgages and interest, and savings, for each individual.

Office num- ber.	Homes.				No. of rooms.		Rent per month.	Mortgages.		Savings, amount.	
	Own.	Rent.	Paid for.	Amount paid monthly.	Own.	Rent.		Amount.	An- nual inter- est.		
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.

CIGARMAKERS.

1	2	1	1	...	...	1	1	...	...	6	5	...	...	...	...	\$1,500	\$200
2	1	1	1	...	...	1	1	...	...	4	3	...	...	...	...	1,600	...
3	3	1	1	...	1	1	1	...	...	7	4	...	4	...	\$9 00	\$600	\$400
4	4	1	1	...	1	1	1	...	...	5	4	...	4	...	8 00	500	500
5	5	1	1	...	1	1	1	...	...	4	4	...	4	...	8 00	500	500
6	6	1	1	...	1	1	1	...	...	6	4	...	4	...	8 00	500	500
7	7	...	...	...	1	1	1	...	...	3	4	...	4	...	\$10 00	7 50	10 00
8	8	...	...	...	1	1	1	...	...	3	5	...	5	...	7 00	10 00	...
9	9	...	...	...	1	1	1	...	...	2	...	...	2	...	5 50	...	...
10	...	...	...	...	1	1	1	...	...	1	...	...	1	...	5 00	...	...
11	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
15	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
16	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
20	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
21	...	...	...	...	1	1	1	...	...	1	...	...	1	...	6 00	...	...
22	...	...	...	...	1	1	1	...	...	1	...	...	1	...	6 00	...	...
23	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

COOPERS.

1	1	1	1	...	...	1	1	...	...	4	6	...	...	...	...	\$350	\$150*	9	9	...	...
2	2	1	1	...	...	1	1	...	...	5	2	...	...	...	...	350	700	8	10	...	\$1,000
3	3	1	1	...	...	1	1	...	...	4	5	...	...	...	...	350	700	8	10	...	\$500
4	4	1	1	...	1	1	1	...	...	5	...	3	...	...	\$2 50	...	...	...	...	...	500
5	5	1	1	...	1	1	1	...	...	4	...	4	...	...	4 00	...	...	...	...	...	200
6	6	1	1	...	1	1	1	...	...	3	...	3	...	...	3 25	250	...	8	...	...	...
7	7	1	1	...	1	1	1	...	...	3	...	3	...	...	250	...	8	...	...	...	...
8	8	1	1	...	1	1	1	...	...	5	...	5	...	...	...	...	...	8	...	...	250
9	...	1	1	...	1	1	1	...	...	3	...	3	...	...	...	450	...	8	...	...	...
10	...	1	1	...	1	1	1	...	...	4	...	4	...	...	...	400	...	8	...	...	...
11	...	1	1	...	1	1	1	...	...	6	...	6	...	...	...	300	...	8	...	...	...
12	...	1	1	...	1	1	1	...	...	7	...	7	...	...	...	...	...	...	...	...	500
13	...	1	1	...	1	1	1	...	...	5	...	5	...	...	...	400	...	8	...	...	...
14	...	1	1	...	1	1	1	...	...	3	...	3	...	...	...	500	...	8	...	...	...
15	...	1	1	...	1	1	1	...	...	...	...	...	...	...	...	...	...	...	...	...	1,000
16	...	...	...	...	...	...	...	...	...	4	...	4	...	...	\$7 00	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...	...	3	...	3	...	...	6 50	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...	...	3	...	3	...	...	6 00	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...	...	3	...	3	...	...	6 00	...	...	...	...	...	...
20	...	...	...	...	...	...	...	...	...	3	...	3	...	...	6 00	...	...	...	...	...	...
21	...	...	...	...	...	...	...	...	...	3	...	3	...	...	6 00	...	...	...	...	...	...
22	...	...	...	...	...	...	...	...	...	3	...	3	...	...	8 00	...	...	...	...	...	300
23	...	...	...	...	...	...	...	...	...	3	...	3	...	...	8 00	...	...	...	...	...	...
24	...	...	...	...	...	...	...	...	...	3	...	3	...	...	7 00	...	...	...	...	...	...
25	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
26	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
27	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
28	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
29	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
30	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
31	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
32	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	500
33	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	250
34	...	...	...	...	...	...	...	...	...	1	...	...	1	...	4 00	...	...	...	...	...	...

* Mortgaged for money to live on.

TABLE III—CONTINUED.

SHOWING number of homes owned and rented, number paid for, number making monthly payments and amount paid, number rooms rented and rent per month, mortgages and interest, and savings, for each individual.

Office num- ber.	Homes.						No. of rooms.		Rent per month.	Mortgages.				Savings, amount.	
	Own.		Rent.	Paid for.		Amount paid monthly.		Own.		Rent.	Amount.		An- nual Inter- est.		
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.
CONDUCTORS, STREET RAILWAY.															
1	...	1	...	...	1	...	...	6	...	...	...	...	...	...	...
2	...	1	...	...	...	...	\$15 00	4	...	...	...	...	\$700	8	...
3	...	1	...	...	1	...	...	7	...	...	...	...	...	...	...
4	1	...	...	...	...	3	...	\$8 00	...	...	...	\$3,000
5	1	...	...	...	...	3	...	7 00	...	...	...	300
6	1	...	...	...	...	6	...	15 00	...	...	...	1,000
7	1	...	...	...	...	4	...	12 00	...	...	...	1,500
8	1	...	...	...	...	4	...	12 00	...	...	...	1,000
9	1	...	...	...	...	5	...	12 00	...	...	...	...
10	1	...	...	...	...	3	...	5 00	...	...	...	400
11
12	1	...	...	...	...	1	...	4 00	...	...	...	...
DRIVERS, STREET RAILWAY.															
1	...	1	...	...	...	...	...	4	...	...	...	\$250	9	...	\$700
2	1	...	...	...	...	3	...	\$2 50	...	...	...	...
3
4
5	1	...	...	...	...	...	...	...	...	...	...	...
ENGINEERS, STATIONARY.															
1	...	1	...	...	1	...	...	5	...	...	...	...	...	...	\$3,100
2	...	1	...	...	...	...	\$12 00	3	...	...	...	\$700	8	...	150
3	...	1	...	...	1	...	...	5	...	...	...	...	...	...	...
4	...	1	...	...	...	...	...	3	...	...	...	50	8	...	500
5	1	...	...	...	...	1	...	\$6 00	...	...	...	...
6	...	1	...	...	1	...	...	...	...	...	...	...	...	...	700
7	1	...	...	...	...	5	...	4 00	...	...	...	...
8	1	...	...	...	...	4	...	3 00	...	...	...	...
FIREMEN, STATIONARY.															
1	...	1	...	...	...	...	...	5	...	...	...	\$500	8	...	...
2	1	...	...	...	...	6	...	\$8 00	...	...	...	...
3	1	...	...	...	...	5	...	12 00	...	...	...	...
4
5
FREIGHT HANDLERS.															
1	...	1	...	...	...	...	...	4	...	...	...	\$500	8	...	\$400
2	1	...	...	...	...	4	...	\$8 00	...	...	...	...
3	1	...	...	...	...	3	...	7 00	...	...	...	...
4	1	...	...	...	...	5	...	10 00	...	...	...	600
5	1	...	...	...	...	2	...	6 00	...	...	...	250
GRIPMEN, STREET RAILWAY.															
1	...	1	...	...	...	...	\$16 00	4	...	...	...	\$800	8	...	...
2	...	1	...	...	...	...	10 00	3	...	...	...	250	8	...	...
3	1	...	...	...	...	4	...	\$12 00	...	...	...	...
4
5	\$100

TABLE III—CONTINUED.

SHOWING number of homes owned and rented, number paid for, number making monthly payments and amount paid, number rooms rented and rent per month, mortgages and interest, and savings, for each individual.

Office num- ber.	Homes.				No. of rooms.		Rent per month.	Mortgages.		Savings, amount.	
	Own.	Rent.	Paid for.	Amount paid monthly.	Own.	Rent.		Amount.	An- nual inter- est.		
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.

HARNESSEMAKERS.

1	1	1	...	1	1	...	...	4	...	\$6 00	...	...	...	\$250	...
2	1	1	...	...	...	...	...	4	...	7 50	\$500	...	8	...	...
3	3	...	1	1	...	...	...	3	3	\$7 00	10 00	...	...	...	...
4	4	...	1	1	...	...	...	1	2	5 00	6 00	...	...	400	...
5	5	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	6	...	...	...	...	...	...	...	...	...	...	...	...	...	...
7	7	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	8	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	9	...	...	1	...	...	...	1	...	8 00	...	...	...	...	\$200

HORSESHOERS.

1	1	1	1	...	...	...	\$15 00	...	5	4	...	\$12 50	\$400	\$350	8	8	...
2	2	...	1	1	...	1	...	...	4	4	...	10 00	...	...	...	...	...
3	...	...	1	...	...	...	...	...	3	...	...	...	...	...	...	...	...

LABORERS.

1	1	...	1	...	...	1	...	5	...	...	...	...	\$400	...	10	...	...
2	...	1	...	...	...	1	...	2	...	...	...	...	...	...	...	...	...
3	...	...	1	...	...	...	\$12 00	...	...	5	...	\$12 00	...	...	...	...	...
4	...	...	1	...	...	...	...	...	2	...	...	6 00	...	...	...	...	...
5	...	...	1	...	...	...	...	...	4	...	...	7 00	...	...	...	...	...
6	...	...	1	...	...	...	...	...	4	...	...	8 00	...	...	...	...	...
7	...	...	1	...	...	...	...	...	3	...	...	8 00	...	...	...	...	...
8	...	...	1	...	...	...	...	...	4	...	...	3 00	...	...	...	...	...
9	...	...	1	...	...	...	...	...	3	...	...	2 00	...	...	...	...	...
10	...	...	1	...	...	...	...	...	3	...	...	2 00	...	...	...	...	...
11	...	...	1	...	...	...	...	...	3	...	...	6 50	...	...	...	...	...
12	...	...	1	...	...	...	...	...	5	...	...	6 00	...	...	...	...	...
13	...	1	...	...	...	1	...	2	...	...	...	...	...	...	...	...	\$900
14	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
15	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
16	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17	...	...	1	...	...	...	...	...	5	...	...	3 00	...	...	...	...	...
18	...	1	...	...	...	1	...	2	...	...	...	...	...	...	...	...	...
19	...	...	1	...	...	...	...	...	3	...	...	4 00	...	...	...	...	...
20	...	1	...	...	...	...	...	4	...	...	...	...	250	9	...	...	700
21	...	...	1	...	...	...	...	...	5	...	...	9 00	...	...	...	...	...
22	...	...	1	...	...	...	...	...	5	...	...	6 00	...	...	...	...	...

MACHINISTS.

1	1	1	1	...	...	1	...	4	5	...	...	\$500	...	8	...	...	\$700
2	2	1	1	...	...	1	...	3	6	...	...	...	...	...	...	\$800	2,000
3	3	1	1	...	...	1	...	3	...	...	...	300	...	9	...	...	750
4	4	1	1	...	...	1	\$10 00	3	7	...	...	400	...	8	...	...	1,300
5	5	1	1	...	...	1	...	5	5	...	...	...	...	...	...	500	2,000
6	6	...	1	...	...	1	...	7	5	...	\$13 50	...	...	...	...	...	2,000
7	7	...	1	...	...	1	...	4	4	...	10 00	...	...	...	...	1,000	2,000
8	8	...	1	...	...	...	\$10 00	4	2	...	6 00	...	\$500	...	8	...	...
9	9	...	1	...	...	...	...	5	3	...	7 00	...	400	...	8	...	...
10	10	...	1	...	...	...	...	6	4	...	9 00	...	500	...	8	...	...
11	11	...	1	...	...	1	...	5	2	...	6 00	...	...	...	...	...	1,000
12	12	...	1	...	...	...	15 00	5	5	...	12 00	...	600	...	8	...	...
13	13	1	1	...	...	1	...	5	6	...	...	...	...	...	...	1,000	350
14	14	1	1	...	...	1	...	6	7	...	...	500	...	9	...	...	1,000
15	15	1	1	...	...	...	12 00	4	4	...	...	400	300	6	9	400	...

TABLE III—CONTINUED.

SHOWING number of homes owned and rented, number paid for, number making monthly payments and amount paid, number rooms rented and rent per month, mortgages and interest, and savings, for each individual.

Office num- ber.	Homes.						No. of rooms.		Rent per month.	Mortgages.				Savings, amount.
	Own.	Rent.	Paid for.	Amount paid monthly.	Own.	Rent.	Amount.	An- nual Inter- est.						
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	

MACHINISTS—concluded.

16	16	1	1	...	...	1	...	...	4	7	...	...	\$500	...	8	...	\$1,000
17	17	1	1	...	...	1	...	...	7	6	...	...	\$300	...	9	...	...
18	18	1	1	...	...	1	\$12 00	...	4	5	...	...	300	...	8	...	400
19	19	1	...	1	1	...	...	...	3	...	2	\$6 00	...	...	...	...	...
20	20	...	1	1	...	...	...	...	...	1	3	8 00	...	...	...	...	...
21	21	...	...	1	1	...	...	...	...	...	3	7 00	...	...	...	...	...
22	22	...	...	1	1	...	...	...	...	...	5	10 00	...	...	...	500	375
23	23	...	...	1	1	...	...	...	...	...	3	8 00	...	...	...	700	...
...	24	...	...	1	1	...	...	...	...	...	3	7 50	...	...	...	...	...
...	25	...	...	1	1	...	...	...	...	...	4	10 00	...	...	...	...	800
...	26	...	...	1	1	...	...	...	...	...	2	6 00	...	...	...	...	...
...	27	...	...	1	1	...	...	...	...	...	3	7 00	...	...	...	...	200
...	28	...	...	1	1	...	...	...	...	...	5	12 00	...	...	...	...	...
...	29	...	...	1	1	...	...	...	...	...	4	10 00	...	...	...	...	...
...	30	...	...	1	1	...	...	...	...	...	4	8 00	...	...	...	...	...
...	31	...	...	1	1	...	...	...	...	...	3	7 00	...	...	...	...	...
...	32	...	...	1	1	...	...	...	...	...	3	8 00	...	...	...	...	...
...	33	...	...	1	1	...	...	...	...	...	4	8 00	...	...	...	...	...
...	34	...	...	1	1	...	...	...	...	...	1	5 00	...	...	...	...	1,000
...	35	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	36	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	37	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	38	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	200
...	39	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	40	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	41	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	42	...	...	1	...	...	...	...	...	...	1	...	...	...	...	...	500
...	43	...	...	...	...	...	...	...	...	...	...	6 00	...	...	...	...	2,000
...	44	...	...	1	...	...	...	...	...	...	1	5 00	...	...	...	...	...
...	45	...	...	1	...	...	...	...	...	...	3	2 00	...	...	...	...	...
...	46	...	...	1	...	...	...	...	...	...	5	4 00	...	...	...	...	...
...	47	...	...	1	...	...	...	...	...	...	5	5 00	...	...	...	...	...
...	48	...	...	1	...	...	...	...	...	...	4	3 00	...	...	...	...	...
...	49	...	...	1	...	...	...	...	...	...	6	15 00	...	...	...	...	...
...	50	...	...	1	...	...	...	...	...	...	1	8 00	...	...	...	...	...
...	51	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

MOTORNEERS, STREET RAILWAY.

...	1	...	...	1	...	...	...	...	...	3	...	\$4 00	...	...	...	...	...
...	2	...	...	1	...	...	...	...	...	2	...	3 00	...	...	...	...	...

MOLDERS.

1	1	1	1	...	...	1	...	...	5	7	...	...	\$800	...	8	...	\$400	\$4,000
2	2	1	1	...	...	1	\$12 00	...	4	9	...	...	400	...	8	...	2,000	...
3	3	1	1	...	...	1	15 00	...	5	6	...	...	500	...	8	...	...	...
4	4	1	1	...	1	1	...	...	6	7	...	...	...	...	...	1,000	1,000	...
5	5	1	1	...	1	...	...	...	6	4	...	...	\$150	...	8	500	...	...
6	6	1	1	...	...	...	12 00	...	4	4	...	...	400	400	8	9	...	...
7	7	1	1	...	1	1	15 00	...	5	5	...	...	500	...	8	...	...	...
8	8	1	1	...	1	1	...	...	7	6	...	...	...	...	...	1,000	1,000	...
9	9	1	...	1	1	...	...	...	8	...	4	\$10 00	...	...	...	2,000	...	...
10	10	...	1	1	...	...	...	...	...	3	5	\$8 00	12 00	...	...	...	...	...
11	11	...	1	1	...	...	...	...	...	2	3	7 00	7 00	...	...	...	...	...
12	12	...	...	1	...	...	...	...	...	...	4	10 00	...	...	...	...	...	...
13	13	...	1	1	...	...	...	...	...	1	4	5 00	11 00	...	...	...	800	...
14	14	...	...	1	...	...	...	...	...	...	4	9 00	...	...	...	...	800	...
15	15	...	1	1	...	...	...	...	...	1	3	5 00	6 00	...	...	...	...	...
16	16	1	...	1	1	...	...	...	8	...	3	7 00	...	...	...	4,000	...	...
17	17	...	...	1	...	...	...	...	...	...	4	9 00	...	...	...	...	500	...

TABLE III—CONTINUED.

SHOWING number of homes owned and rented, number paid for, number making monthly payments and amount paid, number rooms rented and rent per month, mortgages and interest, and savings, for each individual.

Office num- ber.	Homes.				No. of rooms.		Rent per month.	Mortgages.		Savings, amount.	
	Own.	Rent.	Paid for.	Amount paid monthly.	Own.	Rent.		Amount.	An- nual Inter- est.		
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.

PAINTERS—concluded.

11	11	...	...	1	1	...	...	...	...	...	...	5	4	\$10 00	\$9 00	...	...	...	...	\$1,500	...
12	12	1	1	1	1	...	...	...	...	2	4	...	3	...	10 00	...	...	...	...	500	...
13	13	1	1	1	1	...	...	...	...	4	...	...	4	...	10 00	...	...	...	...	600	...
...	14	1	1	1	1	...	...	...	...	...	...	...	3	...	7 50	...	...	...	...	...	...
...	15	...	...	1	1	...	...	...	...	...	...	...	3	...	6 50	...	...	...	...	...	...
...	16	...	...	1	1	...	...	...	...	...	...	...	3	...	7 00	...	...	...	...	...	...
...	17	...	...	1	1	...	...	...	...	...	...	...	2	...	6 00	...	...	...	...	...	...
...	18	...	...	1	1	...	...	...	...	...	...	...	3	...	4 00	...	...	...	...	...	...
...	19	...	...	1	1	...	...	...	...	...	...	...	3	...	7 50	...	...	...	...	...	...
...	20	...	...	1	1	...	...	...	...	...	...	...	3	...	9 00	...	...	...	...	...	...
...	21	...	...	1	1	...	...	...	...	...	...	...	2	...	6 00	...	...	...	...	...	...
...	22	...	...	1	1	...	...	...	...	...	...	...	4	...	10 00	...	...	...	...	...	...
...	23	...	...	1	1	...	...	...	...	...	...	...	6	...	5 00	...	...	...	...	...	...
...	24	...	...	1	1	...	...	...	...	...	...	...	4	...	2 00	...	...	...	...	...	...
...	25	...	...	1	1	...	...	...	...	...	...	...	5	...	2 00	...	...	...	...	...	...
...	26	...	...	1	1	...	...	...	...	...	...	...	5	...	2 00	...	...	...	...	...	...
...	27	...	...	1	1	...	...	...	...	...	...	...	3	...	8 00	...	...	...	...	...	...
...	28	...	...	1	1	...	...	...	...	...	...	...	7	...	8 00	...	...	...	...	...	...
...	29	...	...	1	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	30	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	31	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	32	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	33	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

PLANING-MILL EMPLOYÉS.

...	1	...	1	...	...	...	...	...	...	3	...	...	...	...	...	\$1250	...	7	...	...	\$600
...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	3	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	4	...	1	...	...	...	...	...	...	5	...	...	...	...	...	400	...	8	...	...	4,000
...	5	...	1	...	...	...	...	...	...	4	...	...	...	...	...	300	...	8	...	...	700
...	6	...	1	...	...	...	...	...	...	7	...	...	...	...	...	1100	...	6	...	...	700
...	7	...	1	...	...	...	...	...	...	3	...	...	...	...	...	...	...	...	...	...	...
...	8	...	1	...	...	...	...	...	...	3	...	...	...	...	...	500	...	8	...	...	700
...	9	...	...	1	...	...	...	...	...	...	...	3	...	...	\$6 00	...	...	...	...	...	900
...	10	...	...	1	...	...	...	...	...	...	...	4	...	...	9 00	...	...	...	...	...	...
...	11	...	...	1	...	...	...	...	...	...	...	3	...	...	5 00	...	...	...	...	...	520
...	12	...	...	1	...	...	...	...	...	...	...	3	...	...	6 00	...	...	...	...	...	500
...	13	...	...	1	...	...	...	...	...	...	...	3	...	...	3 00	...	...	...	...	...	...
...	14	...	...	1	...	...	...	...	...	...	...	5	...	...	4 00	...	...	...	...	...	300
...	15	...	...	1	...	...	...	...	...	...	...	4	...	...	2 50	...	...	...	...	...	...
...	16	...	...	1	...	...	...	...	...	...	...	5	...	...	3 00	...	...	...	...	...	200
...	17	...	...	1	...	...	...	...	...	...	...	6	...	...	5 00	...	...	...	...	...	...
...	18	...	...	1	...	...	...	...	...	...	...	4	...	...	3 00	...	...	...	...	...	...
...	19	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

PLASTERERS.

1	1	1	...	1	1	...	...	...	...	5	...	\$12 00	...	...	...	...	...	...	...	\$1,000	...
2	2	1	...	1	1	...	...	...	...	4	...	9 00	\$300	...	...	...	...	8	...	...	...
3	3	1	...	1	1	...	...	...	...	6	...	6 00	150	...	...	...	...	...	...	300	...
4	4	...	1	1	1	...	...	...	...	3	3	\$8 00	10 00	...	...	...	...	...	...	...	...
5	5	...	1	...	...	...	...	...	...	3	...	7 00	...	...	...	...	...	...	...	...	...

TABLE III—CONTINUED.

SHOWING number of homes owned and rented, number paid for, number making monthly payments and amount paid, number rooms rented and rent per month, mortgages and interest, and savings, for each individual.

Office num- ber.	Homes.				No. of rooms.		Rent per month.	Mortgages.		Savings, amount.	
	Own.	Rent.	Paid for.	Amount paid monthly.	Own.	Rent.		Amount.	An- nual inter- est.		
Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.	Union.....	Non-union.

PLASTERERS—concluded.

6	6	...	1	1	...	...	2	6	\$8 00	\$12 00	...	...	...	...	...	...	\$400
7	7	...	1	1	...	...	3	4	10 00	8 00	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	\$100
10	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	4,300
12	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

PLUMBERS.

1	1	1	1	...	...	...	\$8 00	\$10 00	3	3	...	...	...	\$200	\$750	8	8	...	...	...
2	2	1	1	...	...	1	10 00	10 00	5	6	...	...	...	400	...	8	8	...	...	...
3	3	1	...	1	1	...	...	...	5	...	3	...	...	\$7 50	...	...	...	\$1,000	...	\$300
4	4	...	1	1	...	...	...	...	5	...	3	\$10 00	...	7 00	...	...	...	...	...	...
5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	...	...	1	...	...	...	...	...	...	1	...	6 00	...	...	...	...	...	750	...	...
9	...	...	...	...	...	...	...	...	...	...	...	7 00	...	...	...	...	...	100	...	...
10	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	150	...	...

PRINTERS—MARRIED.

1	1	1	1	1	1	1			6	4									\$1,400
2	2	1		1			\$16 50				5		\$10 00	\$660		8		1,800	
3	3	1		1			15 00		4		4		9 00	1,200		6			
4	4	1		1					5		4		5 00	150		8		200	
5	5			1					5		5		4 00	200		8			
6		1												150		10			
7				1						3		\$11 00							
8				1						5		16 00							
9				1						4		12 00						50	
10				1						5		20 00							
11				1						5		13 00						1,200	
12				1						3		12 00							
13				1						4		15 00						800	
14				1						3		12 50							
15				1						5		12 50							
16				1						3		12 00						1,200	
17				1						3		8 00							
18				1						4		12 00							
19				1						4		12 00							
20				1						4		10 00							
21				1						2		10 00							
22				1						3		10 00						300	
23				1						5		14 00						3,000	
24				1						1		7 00							
25				1								20 00							
26				1						7		18 00							
27				1						4		10 00							
28				1						5		14 00							
29				1						4		12 00							

TABLE III—CONTINUED.

SHOWING number of homes owned and rented, number paid for, number making monthly payments and amount paid, number rooms rented and rent per month, mortgages and interest, and savings, for each individual.

Office num- ber.	Homes.				No. of rooms.		Rent per month.	Mortgages.		Savings, amount.
	Own.	Rent.	Paid for.	Amount paid monthly.	Own.	Rent.		Amount.	An- nual inter- est.	
Union.....				Union.....	Union.....	Non-union.	Union.....	Non-union.	Union.....	
Non-union.				Non-union.	Non-union.	Non-union.	Non-union.	Non-union.	Non-union.	

PRINTERS—MARRIED—concluded.

30	...	...	1	...	...	...	4	\$12 00	...	...	...	\$500	...
31	...	...	1	...	...	...	2	6 00	...	...	...	...	...
32	...	...	1	...	...	...	2	7 00	...	...	...	...	...
33	...	...	1	...	...	...	1	6 00	...	...	...	200	...
34	...	...	1	...	...	...	1	10 00	...	...	...	...	...
35	...	...	1	...	...	...	1	8 00	...	...	...	...	...
36	1	...	1	...	...	7	...	...	...	...	...	1,000	...
37	1	...	...	...	...	4	...	\$400	...	8	...	...	...
38	1	...	1	...	...	5	...	...	...	...	...	...	...
39	1	...	1	...	...	6	...	...	...	...	...	...	...
40	1	...	...	...	\$12 00	6	...	400	...	8	...	800	...
41	1	...	1	...	...	5	...	...	...	...	...	1,400	...
42	1	...	1	...	...	5	...	600	...	8	...	500	...
43	1	...	...	...	...	4	...	200	...	8	...	1,000	...
44	...	1	...	...	...	4	...	12 50	...	...	...	350	...
45	...	1	...	...	...	5	...	13 50	...	...	...	500	...
46	...	1	...	...	...	1	...	8 00	...	...	...	...	...
47	...	1	...	...	...	4	...	12 00	...	...	...	1,000	...
48	...	1	...	...	...	3	...	10 00	...	...	...	1,000	...
49	...	1	...	...	...	3	...	6 50	...	...	...	...	...
50	...	1	...	...	...	1	...	10 00	...	...	...	...	...
51	...	1	...	...	...	1	...	10 00	...	...	...	...	...
52	...	1	...	...	...	3	...	4 00	...	...	...	...	...
53	...	1	...	...	...	4	...	7 00	...	...	...	...	...
54	...	1	...	...	...	6	...	7 00	...	...	...	...	...

PRINTERS—SINGLE.

Office number.		Board and room, per week.		Amount of savings.		Office number.		Board and room, per week.		Amount of savings.	
Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.	Union.	Non-union.
1.....	*1	\$4 75	.....	.....	\$50	12.....	.....	\$4 00	.....	.....	.....
2.....	*2	5 00	.....	.....	.....	13.....	.....	5 50	.....	.....	.....
3.....	*3	5 00	\$3 00	.....	.....	14.....	.....	5 50	.....	.....	.....
4.....	*4	3 50	3 00	.....	.....	15.....	.....	5 50	.....	.....	.....
5.....	5	4 75	4 00	.....	.....	16.....	.....	5 00	.....	.....	.....
6.....	6	5 50	4 00	.....	.....	17.....	.....	.....	.....	†	.....
7.....	*7	4 00	3 00	.....	.....	18.....	.....	5 35	.....	.....	.....
8.....	8	4 00	4 00	.....	.....	19.....	.....	5 00	.....	\$100	.....
9.....	9	4 00	3 50	.....	.....	20.....	.....	5 60	.....	.....	.....
10.....	.....	5 25	.....	.....	.....	21.....	.....	4 25	.....	.....	.....
11.....	.....	4 00	.....	.....	.....	22.....	.....	4 00	.....	.....	.....

*Females.

†Owns house of seven rooms; \$1,700 mortgage, at 6 per cent.

In concluding the chapter on Trades Unions, a résumé of the main points made clear by the data furnished will not fail to be of interest.

The trade organizations are with us; they are a part of our social system; they have an influence upon our body politic, and they are a great and growing factor in our commercial and manufacturing interests. These unions are aggressive, defensive, and provident: aggressive, when they seek to obtain for themselves new rights, benefits, or privileges; defensive, when they act in resistance of attempts to wrest from them rights or privileges they already possess; provident, inasmuch as they pay benefits to the sick, help the unemployed to obtain work, assist in burying the dead and in maintaining the widow and orphans. Organized labor wields an enormous power wherever it concentrates its efforts. This is proven by the facts given in regard to "hours of labor" and "daily wages." For years these bodies have devoted their energies largely upon these two elements of their welfare, and the result is shown in the higher average daily wage of the unionist, being fifty cents above the non-unionist, and the difference in the hours worked per week, *i. e.*, three hours and and forty-eight minutes less for the union man.

Death benefits are maintained by all the railroad organizations and by 70 per cent. of the trades unions.

From the tables which relate to owning homes, in the reports made by the unions, as also those gathered by agents of the Bureau, the figures show that about 33½ per cent. of the workmen own their homes. From the returns of the agents it appears that about one-half of those having homes own them free from mortgage. Of the men who have homes mortgaged about 40 per cent. are liquidating the same by monthly payments.

Nearly all the unions report that the tendency is toward a more efficient organization of their craft. The gain in membership—as shown by the present number of members as against the number of charter members—proves that the work of organization is progressing rapidly.

The benefits to be derived from trades unions are being constantly augmented by adopting new beneficiary features, and increasing the social functions.

Assuming that the longer a man works at a certain occupation the more skillful he becomes, the returns show that the unions have in their ranks the better mechanics, inasmuch as the members thereof have worked on an average of four years more at their trade than have the non-unionists.

The figures returned to the Bureau concerning wages, from the unions, show an increase for the past five years—slight in some cases, but as a whole very encouraging.

There is room for improvement as to the percentage of children who are sent to school under 15 years of age, the percentage being for union men 44⅓, and for non-union men 42. This is one of the most important subjects that can be considered by any body of men. However, I am pleased to state that the unions are making great effort to secure stringent laws for education.

This chapter can be earnestly recommended as one full of information to the student, and valuable as a picture of the condition and progress of the great body of wage-earners known as trades-unionists.

APPENDIX.

NOTE.

ORGANIZATION seems to be the tendency of the times, and federation the tendency of organizations. The Trade Union adherents have not been slow to recognize the benefits of association, and we now find them combined into local, State and National federations of labor. A portion of this sixth annual report is devoted to an analysis of the objects sought for and attained by labor organizations, and believing it quite germane to the subject, we herewith append the official printed proceedings of the Second Annual Convention of the Kansas State Federation of Labor, together with its constitution, so the public may see the record and read the deliberations of a convention of Kansas citizen workmen.

PROCEEDINGS OF THE SECOND ANNUAL CONVENTION
OF THE
KANSAS STATE FEDERATION OF LABOR,

HELD AT TOPEKA, FEBRUARY 16 AND 17, 1891.

*A confederation of Trade Unions to encourage organization among working people
on trade-union lines, advance the movement for a shorter work-day,
and secure better general conditions of labor.*

TRADES ASSEMBLY HALL, TOPEKA,
February 16, 1891.

The second annual convention of the Kansas State Federation of Labor convened at 2 o'clock P. M., and was called to order by the President, who briefly welcomed the delegates and expressed a hope that their deliberations would result in good to the cause of trade-unionism.

A roll-call of the officers showed the following present: President, T. B. Brown; Secretary, P. E. Cook; Treasurer, N. S. Johnson; Sergeant-at-Arms, C. A. Coppin; member of Council, C. B. McElroy. Absent: First Vice President, W. A. Blake; Second Vice President, E. A. Rosser; and members of Council B. A. Wilson, George Deihl, C. S. Whitted, and Chas. L. Reeske.

The first order of business was appointing a temporary Committee on Credentials, and the President named the following gentlemen: E. P. Pollard, H. Wolf, and Jacob Schmidt.

Pending an examination of credentials, the Convention took a recess until such time as the committee might be ready to report.

Upon reassembling, the Committee on Credentials presented the following report:

MR. PRESIDENT: Your Committee on Credentials beg leave to report that after an examination of credentials we find the following delegates and Unions entitled to seats and a vote in this Convention, viz.:

CARPENTERS' AND JOINERS' UNION No. 158, Topeka,
E. P. Pollard, W. H. Trump, P. E. Cook.

CARPENTERS' AND JOINERS' UNION No. 672, Emporia,
U. C. Spencer.

CIGARMAKERS' UNION No. 36, Topeka,
P. H. Barnes, C. E. Hackman, E. Kelley.

CIGARMAKERS' UNION No. 56, Leavenworth,
Geo. M. Steinmiller, Louis Voss, Eli Niedlinger.

FEDERAL UNION No. —, Topeka,
N. S. Johnson, H. Impey, J. J. Duncan.

JOURNEYMEN BARBERS' UNION No. 25, Topeka,
C. A. Coppin, M. Langhardt, H. Wolf.

JOURNEYMEN TAILORS' UNION No. 120, Topeka,
Jacob Schmidt, Chas. L. Reeske, G. Jones.

PAINTERS' AND DECORATORS' UNION No. 96, Topeka,
Geo. H. Hughes, B. A. Wilson, B. F. Barlow.

SALESMEN'S AND CLERKS' UNION No. 5280, Topeka,
A. L. Hulet, E. Stoetzel, A. A. Peters.

TRADES AND LABOR ASSEMBLY, Topeka,
S. E. Lain, C. C. Bowes, J. G. Samuelson.

TYPOGRAPHICAL UNION No. 45, Leavenworth,
J. N. Murry.

TYPOGRAPHICAL UNION No. 113, Atchison,
J. M. Arthur, Robert Tompkins, R. D. Taylor.

TYPOGRAPHICAL UNION No. 121, Topeka,
T. B. Brown, W. A. Snyder, A. A. Avery.

TYPOGRAPHICAL UNION No. 143, Hutchinson,
C. B. McElroy.

TYPOGRAPHICAL UNION No. 157, Kansas City, (Kas.,)
C. C. Bishop.

Respectfully submitted.

E. P. POLLARD,
H. WOLF,
JACOB SCHMIDT,

Committee.

Report of the Committee was adopted.

The following affiliated Unions were without representation:

FEDERAL (MINERS') UNION No. 5178, Peterton.

JOURNEYMEN COOPERS' UNION No. 1, Armourdale.

JOURNEYMEN PLUMBERS' UNION No. 28, Topeka.

JOURNEYMEN TAILORS' UNION No. 127, Atchison.

*LATHERS' UNION No. 1, Topeka.

*PLASTERERS' COÖPERATIVE UNION No. 44, Topeka.

†PRINTING PRESSMEN'S UNION No. 35, Topeka.

RAILROAD CAR REPAIRERS' UNION No. 9, Topeka.

SWITCHMEN'S M. A. ASSOCIATION No. 42, Argentine.

On motion, reading the minutes of the preceding Convention was dispensed with, and the same were approved as printed.

*Merged into Federal Union No. — (just organized).

†Merged into Typographical Union No. 121.

Appointment of committees, in accordance with Sec. 2 of Art. V of the Constitution, was next in order, and the President named the following

STANDING COMMITTEES.

Credentials:

E. P. Pollard, H. Wolf, Jacob Schmidt.

Rules and Order of Business:

J. G. Samuelson, W. A. Snyder, Geo. H. Hughes.

Constitution and Laws:

J. N. Murry, S. E. Lain, G. Jones.

Officers' Reports:

C. C. Bishop, H. Impey, U. C. Spencer.

Finance:

C. B. McElroy, E. Stoetzel, Robt. Tompkins.

Resolutions:

A. A. Avery, A. A. Peters, J. J. Duncan.

Under the head of "Reports of Officers and the Council," the President and Secretary made verbal reports reviewing the work of the past eight months, and the President submitted in writing a statement of the standing of affiliated Unions. The latter was referred to the proper committee. The Treasurer also submitted the following financial statement, the same being in full up to and including February 13th, 1891:

DEBITS.

Amount collected, account of affiliation fees.....	\$30 00
Amount collected account of dues.....	28 84
Total collections.....	\$58 84
Loan received from Topeka Trades and Labor Assembly.....	45 00
	<u>\$103 84</u>

CREDITS.

Printing proceedings of first convention.....	\$32 50
Payment made on loan.....	12 50
Printing blanks and stationery, and postage.....	20 99
Total disbursements.....	\$65 99
Amount due Topeka Trades and Labor Assembly.....	32 50
Balance cash on hand.....	5 35
	<u>\$103 84</u>

The Treasurer's report was referred to Committee on Officers' Reports.

A statement made here by the President relative to certain Unions delinquent for dues, occasioned a rambling discussion involving the question of chartering the State Federation under the American Federation. The President stated it was the opinion of the officers, arrived at after due consideration, that a charter for the State Federation would at present be an expensive luxury; in fact, the funds of the State Federation would not permit it; that the State Federation had been formed for the sole purpose of missionary work in trade-unionism, and that really we were quite as much a part of the American Federation now, as if we had a charter from that body; that a charter would not enlarge the present authority of the State Federation, and the only additional advantage accruing to it would be the right of representation, by

delegate, in annual conventions of the American Federation; that a charter would impose a tax of \$25 per annum, which we could not now afford, and besides, since nearly all of the Unions comprising the State Federation were already represented in and paying a tax to the American Federation through their various International bodies, a State charter might, in cases of strikes or lock-outs, cause an unpleasant complication of supreme authority.

Discussion of the subject was pretty generally indulged in by the delegates, and finally ended with a motion to refer the matter to a special committee of three, with instructions to report recommendations later in the session.

The President named the following gentlemen as such special committee: J. N. Murry, A. A. Peters, E. P. Pollard.

The suggestion of holding an open meeting after supper was brought up, and it was declared to be the general opinion of the delegates that, owing to existing circumstances, we should proceed with our regular order of business. A motion was therefore made instructing committees to retire and get to work, and that the Convention adjourn until 7:30 o'clock P. M. Motion prevailed, and the Convention so adjourned.

EVENING SESSION.

7:30 O'CLOCK P. M.

Convention reassembled, and was called to order by the President.

The regular order of business was taken up, and the Committee on Rules and Order of Business announced their readiness to make a formal report. On motion, the report was received and read, as follows:

MR. PRESIDENT: Your Committee on Rules and Order of Business have had the same under consideration, and instruct me to report that, in their judgment, the present printed Rules and Order of Business are amply sufficient to protect the individual and collective rights of the Federation for the time being; but would respectfully suggest that contingencies might arise during the sitting of the Convention that would require modifications of the Rules or Order of Business, therefore would ask leave to make a further report before final adjournment.

Respectfully submitted.

J. G. SAMUELSON, *Chairman*.

Report placed on file, and request granted.

The Committee on Constitution and Laws offered the following report:

MR. PRESIDENT: Your Committee on Constitution and Laws instruct me to report that at present they have no recommendations to offer or changes to suggest regarding the present printed Constitution, but beg leave to reserve a final report for presentation later in the session.

Respectfully submitted.

J. N. MURRY, *Chairman*.

Report placed on file, and request granted.

The Committee on Finance offered the following report:

MR. PRESIDENT: Your Committee on Finance having had the Treasurer's report and books under examination, direct me to report the following recommendations:

First, That the Treasurer's report be approved.

Second, That Sec. 1, Art. VI of the Constitution be amended in the third line by inserting the words "two cents per member per month," instead of "one cent per member per month," the amendment to be subjected to the approval of affiliated Unions.

Third, That affiliated Unions in arrears for fees and dues be continued on the books of the Federation until a further notice is served upon them in accordance with Sec. 1, Art. VI of the Constitution, when, if payment be not then made, they shall be dropped from membership. Per capita tax to begin with date of affiliation.

Respectfully submitted.

C. B. McELROY, *Chairman*.

The first recommendation was concurred in without debate. The second recommendation provoked considerable discussion, and was finally divided for the purpose of a separate vote on the two propositions. To increase the tax from one cent to two cents was concurred in, but to submit the amendment to a vote of affiliated Unions was non-concurred in. The third recommendation was concurred in. An amendment was offered and agreed to, making the increase in per capita take effect April 1, 1891.

The report was then approved as a whole, and placed on file.

The Committee on Officers' Reports reported as follows:

MR. PRESIDENT: Your Committee on Officers' Reports have examined the Treasurer's report, together with his books and accounts, also the accounts, vouchers, and receipts of the President and Secretary, and instruct me to report that they find the same correct, and that the report of the Treasurer, as submitted, is a correct showing of the receipts and expenditures of the Federation to date. They also find several affiliated unions in arrears for dues, but, having no means of ascertaining their membership, cannot state the amounts definitely.

Respectfully submitted.

C. C. BISHOP, *Chairman*.

Report approved, and placed on file.

The Committee on Resolutions, through its chairman, announced that a number of resolutions and memorials had been laid before them, and that they were ready to report a few of the same back to the Convention for consideration. It was agreed to receive the partial report of the committee, have it read, and then laid over for consideration in committee of the whole Convention; and a motion to that effect prevailed.

The special Committee on Charter announced their readiness to report, and presented the following:

MR. PRESIDENT: Your special committee to whom was referred the advisability of chartering this State Federation under the American Federation, have had the same under consideration, and direct me to report that in their opinion a State charter is not at present practicable and would be of no real benefit to the work in hand.

Respectfully submitted.

J. N. MURRY, *Chairman*.

Report approved, and placed on file.

On motion, the rules were suspended, and the privilege of the floor given to Mr. Tompkins, who, upon being introduced by the President, delivered the following

ADDRESS.

"A child," said Bishop Earle, "is the best copy of Adam before he tasted of Eve and the apple." It follows, then, that man is the best copy of Adam after he tasted of that delicious sandwich.

However, the birth of man confers a natural right to procure food, possess property, and enjoy liberty. This is the birthright of man. It is conveyed to him by a title as perfect as Holy Writ.

Attempts to abridge the right and impair the title have caused agitation and disorder throughout the ages of time.

Reformers have tried to stop agitation, and remove the cause of disorder by methods of reason—religious, philosophical, political, and humanitarian; but man's injustice to man continues to engender strife. While strife remains, the minions of force, the army, the navy, and the police, will be used to execute human laws made for the government of humanity, and Reason may weep with Rachel for impotency.

Christ was a reformer. He proclaimed the brotherhood of man and the fatherhood of God, and sought to bind them together with the silken cords of love. Life is brighter since he came. Christian temples rise to heaven to commemorate his goodness. Kneeling at their altars, mankind is weeping for its sins. But whether the just are to be blessed and the unjust punished, is the unknown sequel that is leading men and nations on to their fate.

The right to procure food imposes the duty to earn it. The great mass of the people perform that duty; a few do not. Those who do not earn their food, are the plutocrats, paupers, and thieves. Those who do earn their living may be put into two classes, men who labor, and men who employ labor. The accumulated wealth of the world is their joint product. The division of the profit is what causes trouble. The men who labor claim that those who employ labor do not make an equitable division; that instead of saying to the hired man, as Laban, the cattle baron of the Bible, said to Jacob, "What shall thy wages be?" the employer hires his workmen in the market at the lowest price. Before the exclusion law, when wages were higher, many American employers procured their supplies in the cheap labor markets of China and other foreign countries. This practice aggravated a trouble already serious, and provoked a storm of indignation that swept over the country from the Pacific to the Atlantic. Our own fair Kansas was in the track of its violence, and the exclusion of a Chinaman from a town in the southeastern part of the State was the source of much litigation, crimination, and unpleasantness.

Socialism, communism, and anarchism are forms of social and political orders, differing more in degree than in method, that have been instituted by reformers to secure to man a fuller enjoyment of his natural rights by a more equitable distribution of the products of labor. The highest type of these orders, under whatever name it may appear, is beautifully ideal. It teaches a love that delights in the happiness of another; love that requires labor from "each according to his power"; love that will take the place of justice; gratitude that will lie in the act of giving, not in the acknowledgment of gifts; government that will be based upon the persuasion and voluntary consent of hearts; reform that will abolish the wage system and supplant it with collectivism, an idealistic form of coöperation that is refined to spirituality. This is not revolution. It is more. It is regeneration. It is beyond the power of thought, the dynamite of fanaticism, or the force of arms to accomplish it. Its reality is with God.

The industrial aims of the Knights of Labor are wise and practical. When the order was at its flood, it performed a marvelous work in educating the masses. As an educator it has been a wonderful success, a public blessing. As an arbitrator of labor troubles it has been a dismal failure, a public detriment. Its success as an educator was achieved by the interesting lessons of its public and secret meetings. Its failure as an arbitrator was caused by the impossible assimilation of its organic incongruities. Its principle of mutual assistance led the order to cover with its shield a member in all of his aspirations, political as well as industrial. Men who wanted

office got in, and men who did not want office got out; and the order has progressed so far toward political reform that it has, so it is announced, decided by a very large majority to enter actively into politics. Its fight in the political field will lose the order its industrial character. Here the knight and the unionist part company; not in anger, but in sorrow.

The Federation of Labor is composed of the trade and labor unions of the country. These unions, like the organizations of railroad trainmen and switchmen, are composed exclusively of working men. To work when there is work to do, is an imperative condition of membership. When a man quits work by reason of indolence or opulence, he is retired from active membership.

The first, the fundamental principle of trade-unionism, is wages—more money and less work. Like other civic societies, we clothe that principle with the robes of benevolence. We feed the poor, take care of the sick, and bury the dead. The doors of the union are open to the world. The only credentials necessary to gain admission are competency and sufficiency of age. It is not a secret society. Its obligation is simply one of honor.

The methods of the trade union are purely industrial, not political. A trade-unionist can be a politician, and too many of them are, but when he enters the hall of the union meeting he leaves his politics at the outer door.

The beauty of an idea charms and often wins a man from his work, and inflicts a positive wrong upon the individual and society. When the thought that flashes with the brilliancy and effulgence of a dream vanishes, the man, with his wife, his children, and his poverty, faces a stern necessity.

The trade union recognizes this necessity, this fact. Here we build our organization. We would like to walk with Christ through the streets of Jerusalem and kick the money-changers, but we cannot; we would like to make as good a bargain with our employer as did Jacob, but we cannot. We know we must work for our food. Knowing this, we are not fools, and seek to improve our industrial condition by practical methods.

Franklin, when he walked the streets of Philadelphia with a loaf of bread under his arm, realized the necessity of improving his condition. So did Horace Greeley when looking for work as a journeyman printer. Both of these illustrious men commenced to organize early in life. It may be said of Franklin, that he organized a republic, a nation of free people; and of Greeley, that he organized the first typographical union in New York, a trade union of printers, and was its first president. By industry and organization, both attained fortune and fame.

The analogy is this: Recognizing the weakness of the individual, we, in the strength of our collective capacity as organized labor, are working to improve the condition of all the industrial classes of Kansas. Therefore, in the name of the State Federation of Labor, we ask the Kansas Legislature to make laws that will take children from the work-shop and place them in school, to reduce the hours of labor to eight for a day's work, and to provide for weekly pay in lawful money.

Looking back, we see skilled labor disorganized by the panic of 1873. The West was the graveyard of unionism. The trades were supplied with cheap labor. The boy took the situation and the man took the road. Before the dawn of the new year America had put its first great army of tramps in motion, and it is still moving up and down the country. The printers led the procession. Only two typographical unions in the Missouri valley survived the panic, St. Louis and St. Joseph.

In this crisis the late Governor John A. Martin stood the friend of his craft. He kept up the scale of prices while it was lowered in competing cities. He employed none but union printers, while a union card was not recognized in other cities. He never closed the doors of his office upon a tramp, day, night, or Sunday. The wan-

derer was always welcome. After the effects of the panic had disappeared he approved the reorganization of Atchison Typographical Union, and was ever after its friend and supporter.

In sorrow we recorded in our proceedings the death of John A. Martin. In honor we revere his name. He was a true friend to labor. Personal friendship is a flower of the heart. It blossoms in the home and in society. It produces love, happiness, and congeniality. But true friendship, which characterized the life of John A. Martin, is a flower of divinity. It blossoms in sickness, sorrow, and misfortune. It consists in doing good, in kindness.

"A little word in kindness spoken,
A motion, or a tear,
Has often heal'd the heart that's broken,
And made a friend sincere."

Kindness is allied to Omnipotence. It has the power to unite foes and prevent feuds, to cause peace and happiness. Yet the world is so full of selfishness that true friendship is seldom found. It can be found to bloom only in the soil of a noble and self-sacrificing heart, such as throbbed, in life, under the broad and manly bosom of John A. Martin. He believed in the brotherhood of man, and treated his fellow-man, however humble, however poor, as a human being with a soul, with a conscience, and endowed with the same inalienable rights as himself. He was born poor. The winds that swept over the Pennsylvania mountains and blew in at the door of the humble home of his youth, fanned not the brow of a son of wealth, but of a poor boy, who by his own merit, by his own labor, by his own heroism, grew to noble manhood and fame, and became a benefactor to his race and country.

A robust constitution, genial disposition, and a kind heart, seem to have been the only inheritance of his youth. His learning, his success, and the achievements which were greatest and most commanding in his life, were won by stubborn energy, patient industry, unwearied application, and indefatigable zeal—in a word, *by labor*. Others have been equally zealous and industrious, and failed—lost and forgotten in the mighty and soul-testing struggle of life. If individuals or organizations would conquer and win imperishable fame, they should emulate the example of such men—go into the struggle with a stout heart, an invincible mind, and, replacing vices with virtues, grow in goodness.

At the conclusion of this address it was ordered that the same be made a part of the printed proceedings of the Convention.

On motion, the Convention then adjourned to meet again at 8:30 o'clock A. M.

SECOND DAY.

MORNING SESSION.

FEBRUARY 17, 8:30 O'CLOCK A. M.

Convention reassembled, and was called to order by the President.

On motion, the election of officers was made a special order for 10 o'clock.

On motion, the Convention here resolved itself into Committee of the Whole, with W. H. Trump in the chair, for the consideration of resolutions presented by the Committee on Resolutions.

At 10 o'clock the committee arose, reported progress, and asked leave to sit again. Granted.

The hour having arrived for which the election of officers had been made a special order, the Convention proceeded to election.

For the office of President, T. B. Brown and P. E. Cook were nominated, and a ballot resulted in the election of Mr. Brown. On motion of Mr. Cook, the election of Mr. Brown was made unanimous.

For First Vice President, Robt. Tompkins, A. A. Peters, and J. N. Murry were nominated, and a ballot resulted in the election of Mr. Tompkins.

For Second Vice President, C. B. McElroy, J. N. Murry, E. P. Pollard, and U. C. Spencer were nominated. The three first-named gentlemen withdrew, and Mr. Spencer was elected by acclamation.

For Secretary, P. E. Cook was nominated, and elected by acclamation.

For Treasurer, N. S. Johnson was nominated, and elected by acclamation.

For Sergeant-at-Arms, C. A. Coppin was nominated, and elected by acclamation.

For members of the Council (five to be elected), C. B. McElroy, A. A. Peters, C. C. Bishop, W. H. Trump, J. J. Duncan, J. G. Samuelson, and H. Wolf were nominated, and a ballot resulted in the election of Messrs. McElroy, Peters, Bishop, Trump, and Wolf.

The election of officers having been completed, the regular order of business was resumed, and Mr. Samuelson, from the Trade Unions' Legislative Committee, made a verbal report of the work being done by that committee before the Legislature.

The Committee on Resolutions announced that they had a further report to make, and on motion it was received, read, and referred to Committee of the Whole.

On motion, the Convention again resolved itself into Committee of the Whole, with Mr. McElroy in the chair, for consideration of resolutions referred.

At the hour of 12 o'clock the committee arose, reported progress, and asked leave to sit again. Granted.

The Convention then adjourned to meet again at 1:30 o'clock P. M.

AFTERNOON SESSION.

1:30 O'CLOCK P. M.

Convention reassembled, and was called to order by the President.

On motion, the Convention resolved itself into Committee of the Whole, with Mr. Lain in the chair, for further consideration of resolutions laid over.

Upon completing its work, the committee arose, and reported as follows:

MR. PRESIDENT: The Committee of the Whole, having had under consideration the various matters, resolutions, and memorials referred to them, direct me to report

back the following, with the recommendation that they be approved and adopted by the Kansas State Federation of Labor. Respectfully submitted.

S. E. LAIN,

Chairman of the Committee of the Whole.

1. By Committee on Resolutions:

LABOR BILLS BEFORE THE LEGISLATURE.

WHEREAS, There are now pending in the Legislature four bills drafted by the trade unions of Kansas, viz.: the Eight-Hour bill, the Weekly-Pay bill, the Child-Labor bill, and the bill to make the first Monday in September a legal holiday, to be known as Labor Day; and

WHEREAS, These bills have been reported upon favorably by the committees to which they were referred: therefore,

Resolved, That we request that the said bills be set apart for hearing and action upon some certain specified date.

2. By Committee on Resolutions:

WORLD'S FAIR (COLUMBIAN EXPOSITION).

WHEREAS, The labor organizations of Chicago have subscribed the sum of three hundred thousand dollars toward the general expenses of the Columbian Exposition, to be held in that city in the year 1893; and

WHEREAS, By such contribution the said organizations have thus shown a high degree of pride as citizens in the success of the Exposition, which should entitle them to recognition in their reasonable and just demands upon the Commissioners of said Exposition; and

WHEREAS, Millions of dollars must be expended in the employment of labor upon the site and erection of buildings thereon: therefore,

Resolved, That we, the Kansas State Federation of Labor, in convention assembled, demand of the World's Fair Commissioners representing the State of Kansas that they use all just and honorable means to have all work and labor to be performed upon the site of such Exposition in the erection of buildings, and the setting up and operation of machinery therein, done by union labor. And further

Resolved, That a copy of these resolutions be sent to the Kansas Commissioners and the Trades' Council of Chicago, and the same spread upon the record as a part of the proceedings of this Convention.

3. By Committee on Resolutions:

THANKS TO TOPEKA TRADES AND LABOR ASSEMBLY.

Resolved, That we hereby recognize the timely assistance of the Topeka Trades and Labor Assembly in kindly loaning to the State Federation a sum sufficient to publish its proceedings, and therefore extend to said Assembly our thanks, together with best wishes for continued success in prosecution of the work in which it is engaged.

4. By Mr. Hughes:

ADJUSTMENT OF ACCOUNTS ON AN EIGHT-HOUR BASIS.

WHEREAS, In the consideration in the United States Senate of a bill providing for the adjustment of accounts of laborers, workmen, and mechanics, arising under the eight-hour law; and

WHEREAS, Senators Sherman and Teller manfully and fairly recorded themselves by appropriate words in favor of the principles involved in the measure: therefore, be it

Resolved, By the Kansas State Federation of Labor, that we heartily commend the course pursued by the gentlemen named and others in this matter, and hereby urge upon all labor organizations in Kansas to forward to Messrs. Teller and Sherman resolutions expressing proper appreciation of their labors in behalf of the recognition of the rights of Government employ  s under the eight-hour law.

5. By Committee on Resolutions:

AUSTRALIAN BALLOT SYSTEM.

WHEREAS, There is pending before the Legislature a bill providing for the Australian ballot system; therefore, be it

Resolved, That the State Federation of Labor indorse said bill, and in the name of the working people of Kansas urge that said bill become a law. And be it further

Resolved, That a copy of these resolutions be forwarded to Representative G. E. Smith, of District No. 104, who is ably championing said bill, and a copy also spread upon the minutes of this Convention.

6. By Carpenters' Local Union No. 158:

WORLD'S FAIR (COLUMBIAN EXPOSITION).

WHEREAS, The four-hundredth anniversary of the discovery of America is to be held in Chicago, Ill., in 1893, and there is to be expended millions of dollars for labor in preparing grounds and constructing

buildings, we deem it no more than just that all work done thereon should be performed by union labor; therefore, be it

Resolved, That Local Union No. 158 of the United Brotherhood of Carpenters and Joiners of America, on behalf of united labor of the world, do earnestly request our World's Fair Commissioners from Kansas to do all in their power to have said work done by union labor. And be it further

Resolved, That a copy of these resolutions be sent to each of our World's Fair Commissioners, a copy also spread upon the minutes of this Local Union No. 158, and an indorsement of the same asked for by the State Federation of Labor.

7. By Cigarmakers' Local Union No. 56:

FOR A LAW PROTECTING TRADE-UNION LABELS.

Resolved, That the Kansas State Federation of Labor indorse the action of Cigarmakers' Union No. 56, of Leavenworth, in agitating and urging the passage by the Kansas Legislature of an act to protect associations and unions of workmen in their labels, trade-marks, and forms of advertising. And

Resolved, That delegates inform their respective unions of this action, and earnestly solicit their co-operation to secure the passage of such an act.

8. By Committee on Resolutions:

LABOR LEGISLATION AND PARTY ALLEGIANCE.

Resolved, That we will urge and advocate the enactment of statutes providing for a State Board of Arbitration; for prohibiting the employment of children, under the age of 14 years, in mines, factories, work-shops, and mercantile establishments; for weekly pay in lawful money; for the suppression of the Pinkerton detective system of police power; for the repeal of the so-called conspiracy act, affecting railway employés; for making a legal holiday of the first Monday in September, commonly called "Labor Day"; for the abolition of convict labor when in competition with free labor; for the better protection of miners against accidents and the mine-owner's greed; and for the making eight hours a legal day's labor on all work performed or contracted for by the State. And further

Resolved, That we insist upon the faithful redemption of all pledges made to the working men and women of Kansas by political parties from campaign stumps. And further

Resolved, That we indorse the sentiment expressed by the railroad employés of Kansas, in late convention assembled, viz.: That as trade unions we are non-political and unsectarian, and that in all elections for public officers our support should go first to the candidate, irrespective of party, who will best serve the interests of the laboring people.

9. By Typographical Union No. 121:

IN REGARD TO THE PUBLIC PRINTING.

Resolved, That the Kansas State Federation of Labor, in annual convention assembled, hereby indorses the action of Topeka Typographical Union No. 121 in protesting against such reductions in the fees for public printing as will endanger the wages of workmen in the printing trade in the cities of this State. And further

Resolved, That for the purposes of economy in the matter of public printing, it is the sense of this State Federation of Labor that the State should own its own plant, to be directed by a general superintendent; that all printing, press-work, and binding for the State should be done in that office; that by such method a great saving could be effected, which would *not* be at the expense of the printers doing the work.

10. By Mr. Avery:

FOR AN EIGHT-HOUR LAW.

Resolved, That we will urge every effort to secure the passage of the Eight-Hour bill. And further

Resolved, That the legislative committees of the several organizations be and are hereby requested to closely scrutinize such bill, and insist that it shall be so worded as to cover all work and labor performed wherein the State of Kansas is an interested party; that in the case where the laws of the State provide for the election of any officer, board, or commission, whose duty it may be to furnish to the State any supplies or to perform any labor, then in such case all persons employed by such officer, board, or commission, shall be required to perform only eight hours labor per day. And be it further

Resolved, That in no case shall any officer, board, or commission, doing or performing any service or furnishing any supplies to the State of Kansas under the provisions of the act be allowed to reduce the daily wages paid to employés engaged with him (or them) in performing such service or furnishing such supplies, on account of the reduction of hours provided for in the act. That in all cases such daily wages shall remain at the minimum rate which was in such cases paid and received prior to the passage of the act.

11. By the Trade Unions' Legislative Committee:

IN FAVOR OF THE KAW RIVER DAM.

Resolved, That attention be called to the request of the Kaw River Dam and Power Co. to have passed in its favor two legislative acts; one for a right-of-way through the State Insane Asylum and the

State Reform School grounds, and the other the right to condemn property along the course of its raceways. That it is the sense of this Federation that in all such cases, where a franchise or special power is granted to an individual or corporation by the State, it is clearly within the jurisdiction of the Legislature to enact laws prescribing the duties of such corporation or individual toward the citizens of the State, and to provide suitable penalties for the violation thereof. And further

Resolved, That the broad ground of the right of the State to prescribe and regulate the hours of labor and the amount of wages paid to mechanics and laborers, is clear and unequivocal in all cases where the existence or profits of any business employing such labor is dependent upon special privileges, powers, or immunities granted to it by any act of legislation, and that we urge upon the legislative committee representing this body before the present Legislature to at all times insist upon the recognition by legislators of such rights and duties of the State, for the adequate protection of the masses of its citizens.

12. By Cigarmakers' Local Union No. 36:

ABOUT APPRENTICES.

WHEREAS, Cigarmakers' Union No. 36, of Topeka, is just now engaged in a struggle to maintain a proper recognition of the apprentice law as specially promulgated by their International body and in general indorsed by all the trade unions of the land; and

WHEREAS, Said Cigarmakers' Union No. 36 is a member of this Federation: therefore, be it

Resolved, That we denounce the pernicious practice of any employer in crowding shops with child-laborers, and pledge our individual and united support to said Union in particular and all others in general, in their efforts to stamp out such practices.

13. By Topeka Trades and Labor Assembly:

ABOUT PUBLIC WORKS.

WHEREAS, Work on the State House has been suspended for lack of funds; and

WHEREAS, The said State House is incomplete and unsightly; and

WHEREAS, Appropriations for other public improvements of less importance to the citizens of Kansas than the completion of the State House will be made; and

WHEREAS, Many mechanics are out of employment in consequence of said suspension of work: therefore,

Resolved, That it is the sense of the Kansas State Federation of Labor that such appropriation should be made as will enable the Commissioners to prosecute work on the State House for the next two following years.

The question being: Shall the resolutions be adopted? a vote was taken, and a majority voting in the affirmative, the resolutions were declared adopted as the sentiment of the Kansas State Federation of Labor.

The Committee on Rules and Order of Business announced that they had nothing further to report upon.

The Committee on Constitution and Laws reported, recommending three amendments to the Constitution, viz.: (1) To require the President to issue a quarterly circular, and amend Sec. 2, Art. V, accordingly. (2) To allow the President a compensation of ten dollars per annum and necessary postage, and amend Sec. 2, Art. V, accordingly. (3) To allow the Secretary a compensation of five dollars per annum and necessary postage, and amend Sec. 3, Art. V, accordingly.

On motion, the amendments were severally agreed to.

Sec. 1, Art. VI, was also ordered amended to conform to recommendations of the Committee on Finance, previously agreed to.

The next order of business was selecting a time and place for holding the third annual convention of the Federation. Several dates were suggested, but

NOTE.—The Child-Labor bill and the Weekly-Pay bill referred to in Resolution No. 1 both failed to pass the Legislature, but the bill making the first Monday of September a legal holiday did pass. Bills referred to in Resolutions Nos. 7, 10, 11, and 13 passed and became laws. The Public Printer's fee-bill referred to in Resolution No. 9 remained unchanged, and a Miner's bill, referred to in Resolution No. 8, also passed.—[SECRETARY.]

on motion, it was finally agreed to meet again on Monday, the fourth day of January, 1892. Topeka, Hutchinson, and Kansas City (Kas.) were nominated as places for holding the third convention, and after several ballots Hutchinson was chosen as the place.

On motion, the acts of the officers of the Federation in regard to the loan negotiated from Topeka Trades and Labor Assembly were approved, and they were directed to draw warrants in favor of said Assembly and pay back the amount borrowed at as early a day as possible. A vote of thanks was also tendered said Assembly for the use of their hall during the sessions of the Federation.

Some important matters were still pending for the Federation's consideration, and, on motion, it was agreed to go into executive session to consider the same; accordingly the hall was cleared of all except delegates, and the doors closed. At 6 o'clock P. M. the doors were again opened. The President made a few brief closing remarks, which were responded to by Mr. McElroy, who pledged "the best Hutchinson affords" to all delegates, together with their "sisters, cousins, and aunts" who will attend the next convention.

With three rousing cheers for "Hutchinson and the next convention!" the second convention of the Kansas State Federation of Labor adjourned, subject to the call of the President.

P. E. COOK, *Secretary*.

KANSAS STATE FEDERATION OF LABOR.

Organized July 3, 1890, embracing unions in the following trades, viz.: Barbers, Carpenters, Car Repairers, Cigarmakers, Clerks, Coopers, Lathers, Miners, Painters, Plasterers, Plumbers, Pressmen, Printers, Switchmen, and Tailors.

OFFICERS FOR 1890.

T. B. BROWN, *President*.....Topeka.
W. A. BLAKE, *1st Vice President*...Armourdale.
E. A. ROSSER, *2d Vice President*...Peterton.
P. E. COOK, *Secretary*.....Topeka.
N. S. JOHNSON, *Treasurer*.....Topeka.
C. A. COPPIN, *Sergeant-at-Arms*...Topeka.

COUNCIL.

GEO. DEIHL, *Chairman*.....Armourdale.
C. B. McELROY.....Hutchinson.
C. S. WHITTED.....Topeka.
B. A. WILSON.....North Topeka.
CHAS. L. REESKE.....Topeka.

OFFICERS FOR 1891.

T. B. BROWN, *President*.....Topeka.
ROBT. TOMPKINS, *1st Vice President*..Atchison.
U. C. SPENCER, *2d Vice President*....Emporia.
P. E. COOK, *Secretary*.....Topeka.
N. S. JOHNSON, *Treasurer*.....Topeka.
C. A. COPPIN, *Sergeant-at-Arms*.....Topeka.

COUNCIL.

C. B. McELROY, *Chairman*...Hutchinson.
A. A. PETERS.....Topeka.
C. C. BISHOP.....Kansas City (Ks.)
W. H. TRUMP.....Topeka.
H. WOLF.....Topeka.

Headquarters at Topeka. Permanent address, P. O. Box 288.

CONSTITUTION.

PREAMBLE.

Recognizing the fact that self-preservation demands a closer relationship between all branches of organized labor, in order that equality of right and privilege may be obtained for wage-workers, the representatives of trade unions in Kansas, in convention assembled, have organized ourselves into a "STATE FEDERATION OF LABOR," and call upon all wage-workers in the State to join with us in an endeavor to obtain an eight-hour work-day, better general conditions of labor, and other needed industrial and social reforms.

We affirm the natural and legal right of all wage-workers to organize themselves peaceably together for the protection of their rights and the advancement of their special vocations, and condemn as autocratic, tyrannical and vicious, the spirit that would deny that right.

We believe in the strict autonomy of distinct trade interests, but advocate the closest possible unity in matters of general concern.

ARTICLE I.—NAME.

SECTION 1. This organization shall be known as the "KANSAS STATE FEDERATION OF LABOR," and will be composed of such trade unions as will affiliate with it and conform to its laws and regulations.

ARTICLE II.—OBJECTS.

SECTION 1. The objects of this Federation are: (1) The formation and encouragement of Local Trade Unions in all the trades in towns and cities where a sufficient number of workmen can be found in any one trade. (2) The formation of Central Trade Unions in every town and city where several trade unions already exist. (3) The formation of Federal Trade Unions in all towns where there is not a sufficient number of workmen in any one trade to organize separate unions. (4) To otherwise assist in strengthening our several National and International Unions. (5) To assist each other at all times by practicing those precepts of unionism which teach us that union men should use union-made products.

ARTICLE III.—CONVENTIONS.

SECTION 1. The conventions of this Federation will be held annually, at such time and place as the delegates at the preceding convention may select.

ARTICLE IV.—REPRESENTATION.

SECTION 1. The representation in annual conventions will be as follows: Each union affiliated with this Federation, three (3) delegates; but only one vote when the yeas and nays are demanded on any question.

SEC. 2. No organization which has seceded from any local, national, or international trade union, will be allowed representation or recognition in this Federation.

SEC. 3. Delegates will not be entitled to sit in conventions of this Federation, unless the per capita tax of their union is paid in full to date.

SEC. 4. All elective officers shall be members of the succeeding convention, but without vote unless they are delegates.

ARTICLE V.—OFFICERS AND THEIR DUTIES.

SECTION 1. The officers of this Federation shall consist of a President, First Vice President, Second Vice President, Secretary, Treasurer, and a Federation Council of five members, all of whom shall be elected annually by the convention.

SEC. 2. The President shall be the chief executive officer of this Federation; and shall issue an official circular quarterly to the several unions, viz.: on April 1st, July 1st, September 1st, and January 1st, of each year. He will occupy the chair at the opening of the annual convention, call it to order, and preside over its deliberations until his successor has been duly elected. He will, also, at the opening of the convention, appoint the following standing committees (three members each), viz.: Credentials; rules and order of business; constitution and laws; officers' reports; finance; resolutions; and to them will be referred, without debate, all matters properly belonging to them. He shall receive a compensation of ten dollars per annum, and necessary postage.

SEC. 3. It shall be the duty of the Secretary to make and keep a complete record of the transactions of the conventions of this Federation, and of such other matters as may come into his hands during his term of office, and turn the same over to his successor. He shall also assist the President in the discharge of correspondence, and must make annual reports to the convention. He shall receive a compensation of five dollars per annum, and necessary postage.

SEC. 4. The Treasurer shall be the custodian of the funds of this Federation, will disburse the same only on orders signed by both the President and Secretary, and must make annual reports to the convention.

SEC. 5. It shall be the duty of the Federation Council to pass judgment upon all strikes, lockouts, and other matters that may be referred to them; subject, however,

to the approval of the convention, and always having due respect for the higher authority of national or international union law. When strikes or lockouts have been approved, they may direct the Secretary to issue and distribute to all unions in the State a circular setting forth the facts, and calling upon them for such assistance as may seem wisest and best.

SEC. 6. Should a vacancy occur in any office, between annual meetings of the convention, it shall be filled by appointment by the President; subject, however, to the approval of the Council. If the office of President becomes vacant, then the Vice Presidents will succeed in regular order.

SEC. 7. All officers of this Federation shall labor earnestly and use all honorable means to organize new unions in every trade, and enlist them under the banner of their own National or International Union, if any exist; or, if no National or International body exists in that trade, or if from any other cause it is impracticable to organize separate unions, then a "Federal Union" may be organized under a charter from the American Federation of Labor. Federal Unions may embrace all unorganized trades, but should be subdivided into separate unions as rapidly as increased membership will permit. (See Sec. 2, Art. VII.)

ARTICLE VI.—REVENUE.

SECTION 1. The revenue of this Federation will be derived from unions affiliating, each of which shall pay the sum of *two dollars* as an affiliation fee, and also a per capita tax of *two cents per member per month*, payable monthly to the President and by him to be deposited with the Treasurer; *except*, that Central Trade Unions will pay the sum of *four dollars per annum* (payable quarterly) in lieu of per capita tax, and in addition to the two dollars affiliation fee.

SEC. 2. Any union affiliated with this Federation and not paying its per capita tax before the 20th of the month, will be reminded of the fact by the President of the Federation, and if at the end of three months such union is still in arrears, it will be reported to the Council, and with their consent will be suspended from membership in the Federation, and can be reinstated only by paying all arrears.

SEC. 3. The funds of the Federation must be kept in some reliable bank, subject to the provisions of Sec. 4, Art. V, and the accounts of the year must be closed and balanced three days prior to the assembling of the convention.

SEC. 4. Whenever the revenue of the Federation will warrant, the President may, with the advice of the Council, direct the employment of organizers and trade-union lecturers in the interests of the Federation.

ARTICLE VII.—MISCELLANEOUS.

SECTION 1. Always recognizing the inalienable right of each trade to manage its own trade affairs, it will still be the duty of this Federation to secure the unification of all labor organizations in matters of general concern, and so far as we can, assist each other in times of trouble, by financial aid and otherwise, especially in the spirit of the 5th clause of Sec. 1, Art. II, of this constitution.

SEC. 2. Any seven wage-workers in any one or more trades, and of good character, residing in any town in Kansas where there is not already a union in their trade or trades, may apply to the President of this Federation for a Certificate of Affiliation, and after having subscribed to this constitution may form a local body to be known as a "Federal Trade Union." They must hold regular meetings, and by association and converse endeavor to strengthen and advance the trade-union movement for a shorter work-day and better general conditions of labor. They may make their own rules and by-laws, but none in conflict with those of the Federation or any na-

tional or international union, and must not admit to membership workmen in any trade that has, or may hereafter have, a separate local or federal union in that town. Applications from seven or more in any one trade that has a national or international union, will be referred to that union. Applications from seven or more in any one trade that has no national or international union, will be referred to the American Federation of Labor. Applications from seven or more in several unorganized trades may be temporarily attached to this State Federation, or referred to the American Federation, as seems wisest and best.

SEC. 2. Each union affiliated with this Federation must make monthly reports to the President, on blanks to be furnished by him.

SEC. 3. Questions coming within the jurisdiction of this Federation and not covered by this constitution, will be referred to the Federation Council, and they may make rules governing the same until the next convention.

SEC. 4. This constitution can be amended only at regular sessions of the convention, and then only by a two-thirds affirmative vote.

RULES OF ORDER.

1. The Convention having been called to order, business shall proceed according to the adopted "Order of Business," except that the Order of Business may be temporarily suspended by a two-thirds affirmative vote of the delegates present.

2. The President shall preserve order, announce the decisions of the Convention, and decide all questions of order without debate; subject, however, to appeal.

3. A delegate shall not be interrupted while speaking, except it be to call him to order, or by a "question of privilege." To "rise to explain," "rise for information," or "ask a question," will *not* be entertained as questions of privilege.

4. When a motion is pending before the Convention, no other motion will be in order except—

1. To fix the time to which to adjourn,
2. To adjourn,
3. To lie on the table,
4. For the previous question,
5. To postpone to a certain time,
6. To commit,
7. To amend,
8. To postpone indefinitely,

which motions shall have precedence in the order named. The first four must be decided without debate, and the fourth one requires a two-thirds vote.

5. No delegate shall speak longer than five minutes on a motion, nor more than once until every person who desires has spoken.

6. Each delegate, when speaking, must confine himself strictly to the motion under debate, avoiding personalities or indecorous language.

7. No delegate will be permitted to leave the Convention before adjournment, unless excused by the chair.

8. Cushing's Manual will be the guide for procedure in the Convention when not otherwise provided herein.

ORDER OF BUSINESS.

1. Roll-call of Officers.
2. Presentation of Credentials.
3. Appointment of Committee on Credentials.
4. Report of Committee on Credentials.
5. Reading Minutes of last Convention.
6. Appointment of standing Committees.
7. Reports of Officers and the Council.
8. Unfinished Business.
 - (a) Communications, Bills, etc.
 - (b) Committee Reports.
9. Election and Installation of Officers.
10. New business.
 - (a) Resolutions, Memorials, Petitions, etc.
 - (b) Committee Reports.
 - (c) Miscellaneous.
11. Adjournment.

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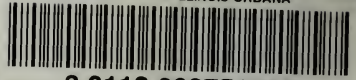
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